



## **BOARD OF TRUSTEES MEETING**

February 17, 2005, 12:00 p.m. Utah Counties Insurance Pool Building 5397 South Vine Street, SLC, UT

12:00	Lunch	Atrium
	Call to Order	Dan McConkie
	Review of Board Members Absent	Dan McConkie
	Approval of December Minutes	Dan McConkie
ITEM	INFORMATION	
1	Financial Advisors Report	Rob Rich
2	UAC/UCIP Joint Committee Report	Kent Sundberg
3	Loss Control Manager's Report	Mark Brady
4	Chief Executive Officer's Report	Lester Nixon
	ACTION	8
5	Approve 2005 Multiline Risk Management Program	Mark Brady
6	Approve 2005 Workers' Compensation Risk Management Program	Mark Brady
7	Approve Amended 2005 Budgets	Lester Nixon
8	Feasibility of Health Insurance Pool	Lawrence Wiscombe
9	Set Date and Time for Closed Meeting to Discuss Pending or Reasonably Imminent Litigation	Dan McConkie
10	Action on Litigation Matters	Kent Sundberg
11	Set Date and Time for Closed Meeting to Discuss Character, Professional Competence, Physical/Mental Health of an Ind	lividual
12	Ratification and Approval of Payments	Gene Roundy
	Other Business	
	Next Meeting	
	Adjourn	



## BOARD OF TRUSTEES MEETING

## MINUTES

February 17, 2005, 12:00 p.m. Utah Counties Insurance Pool Building, Salt Lake City, UT

## BOARD MEMBERS PRESENT

Dan McConkie, *President*, Davis County Commissioner
Ken Bischoff, Weber County Commissioner
Jim Eardley, Washington County Commissioner
Lynn Lemon, *Vice President*, Cache County Executive
Gene Roundy, *Secretary-Treasurer*, Iron County Commissioner
Steve Baker, Davis County Personnel Director
Kay Blackwell, Piute County Commissioner

Kay Blackwell, Piute County Commissioner
Jerry Grover, Utah County Commissioner
Ira Hatch, Emery County Commissioner
Ed Phillips, Millard County Sheriff

Kent Sundberg, Utah County Deputy Attorney Steve Wall, Sevier County Clerk-Auditor

## OTHERS PRESENT

Lester Nixon, Chief Executive Officer Mark Brady, Loss Control Manager Brody Parker, Safety Specialist Shelley Peck, Office Assistant Korby Siggard, Claims Manager Sonya White, Executive Assistant Dave Knoop, Marsh USA Rob Rich, Wachovia Securities Ann Thomas, Marsh USA

## Call to Order

Dan McConkie requested that Lynn Lemon chair the meeting of the Utah Counties Insurance Pool Board of Trustees until his arrival. Lynn called the meeting to order at 12:30 p.m. on February 17, 2005 and welcomed those in attendance.

Lawrence Wiscombe, Marsh USA

## Review of Board Members Absent

All Trustees of the Utah Counties Insurance Pool Board were in attendance at this meeting.

## Approval of December Minutes

The minutes of the Board of Trustees meeting held December 16, 2004 were previously sent to the Board Members for review. Steve Wall requested that the third sentence under Approve Cyber Risk Endorsement—2005 Coverage Agreement on page four be corrected to read: Lester explained the that by leaving in this clause, members have coverage for owned computer equipment that is specifically attached attacked by a hacking, virus spreading malfeasor. Steve Wall made a motion to approve the December 16 meeting minutes as corrected. Ken Bischoff seconded the motion, which passed unanimously.

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## Financial Advisor's Report

Rob Rich provided the Board with a Fixed Income Review (see attachment #1). The chart on page three shows the distribution of government bonds. The page four chart shows agency product at 97% of the fixed income distribution and treasury product at 3%. The portfolio analysis on page five shows the bond income for the next 12 months and the principal schedule for the amounts invested throughout year 2012. With just over \$7 million invested, the average coupon rate is 3.32% and the current yield is 3.33% while the Public Treasurers Investment Fund is at approximately 2.5%. The *current yield* is lower than the *yield to worst* in the analysis due to early calls. Rob is using and managing callable bonds for the Pool's portfolio. The maturity distribution chart on page eight is used to determine what investments need to be made to even out the maturity date. It appears that too much has been invested in 2008 but those bonds have a strong likelihood of being called early. If a bond has a high yield there is a higher probability it will be called early. In the portfolio detail, some bonds are only at a coupon rate of 2%. Rob tries to watch closely when buying new bonds to get a rate better than 2.5%. The interest income schedule, page 11, is an estimate but is close to accurate. In 2004 there were several bonds called but were replaced with higher yields and it appears that the Federal Reserve Board will be increasing rates over the foreseeable future.

## **UAC/UCIP Joint Committee Report**

Kent Sundberg reported that the Committee has not met but Pool Committee Members are pursuing the concept of a condominium arrangement with the Utah Association of Counties (UAC) occupying the top floor and the Pool occupying the basement. The Pool is researching the idea of retiring the bonds on the building and offering UAC a mortgage that would include the Pool's current interest in the building. Lester Nixon explained that if the bonds were to be paid off tomorrow there would be a \$70,000 arbitrage penalty. The bonds are held by Merrill Lynch. It may be worth it to UAC to absorb the penalty in order to refinance through the Pool at a lower rate. UAC's current interest rate is 6.75%. The Committee will schedule a meeting soon.

## Loss Control Manager's Report

Mark Brady reported that the 2005 Risk Management Program has been updated and sent to all the county insurance coordinators. The Loss Control Program for the Workers' Compensation Pool has been developed and sent. Mark does not anticipate that any of the workers' compensation members will get 100% this first year. Brody Parker has been conducting safety presentations and attending safety meetings in Carbon, Duchesne, Millard and Weber Counties. Upcoming events are the Facilities Management Conference next week; registration is up 70% and the Planning and Zoning Conference in April; registration is up 150% from last year. Preparations are being made for the Personnel Workshop in May and the Risk Management Certification training in August. Mark is working with Reed Richards on regional law enforcement and corrections training.

Dan McConkie arrived and took over chair of this meeting.

## Chief Executive Officer's Report

Lester Nixon reminded the Board that the Spring Association of Governmental Risk Pools (AGRIP) conference is scheduled for March 16-18 in Huntington Beach, California (see attachment #2). Board Members wanting to attend need to contact Sonya White.

Lester Nixon reported that Pool staff has spent time with Pool Members discussing the new Transportation Security Administration requirements of fingerprinting and background checks for drivers who have the HazMat endorsement on their Commercial Drivers License. Staff is researching whether counties can use their own office for fingerprinting but the background checks will have to be conducted by an outside firm that charges \$94 per driver.

Lester Nixon informed the Board that the Audit Committee met telephonically with Geri Douglas of Larson and Company on January 20. As part of the Sarbanes-Oxley reform, the meeting was conducted to allow the Committee a chance to voice any concerns regarding Pool operations before Larson and Company started the 2004 financial audit.

Lester Nixon explained that in 2004 Dan McConkie appointed Members of the Board to a Bylaws Committee for two purposes: 1) to consider how to handle Washington County's move into a Second Class County status; and 2) to review the Bylaws language regarding Committee Chairs serving as Trustees. Members of the Committee are Kay Blackwell (Chair), Steve Baker, Ira Hatch and Steve Wall. Jim Eardley asked if the affected county could be represented on the Committee. Dan appointed Jim Eardley as a Member of the Bylaws Committee. The Committee will meet on April 28 in St. George.

Due to time constraints, Dan McConkie called for a motion to set the Date and Time for a closed meeting.

## Set Date and Time for Closed Meeting

Gene Roundy made a motion to set the date and time of a closed meeting to discuss the character, professional competence, physical/mental health of an individual for February 17, 2005 at 1:30 p.m. Lynn Lemon seconded the motion, which passed unanimously.

Jim Eardley made a motion to conclude the closed meeting to discuss the character, professional competence, physical/mental health of an individual on February 17, 2005 at 1:45 p.m. Ira Hatch seconded the motion, which passed unanimously.

Steve Wall made a motion to accept the recommendations made by the officers of the Board regarding personnel. Ed Phillips seconded the motion, which passed unanimously.

Dan McConkie and Jim Eardley requested to be excused from the meeting due to other commitments. Dan requested that Lynn Lemon take over chair of this meeting.

## Chief Executive Officer's Report, Continued

Lester Nixon reported that Pool staff presented proposals to Summit, Tooele and Wasatch Counties for membership in the Workers' Compensation Pool. All three Counties accepted the proposals for coverage effective January 1. Summit County is being provided coverage as a non-member with non-voting status. The Workers' Compensation Pool now has 24 counties insured.

Lester Nixon provided the Board with a summary of legislation being considered in the legislature that will affect counties and the Pool (see attachment #3). HB81 and SB19 are designed to make presumptive certain occupational diseases as employment-related for firefighters and emergency workers. When a disease becomes presumptive for occupations, the worker who is diagnosed with the presumptive disease is deemed to have contracted the disease in the course and scope of employment, even years after retirement. The employer must then prove that the employee did not contract the disease arising from employment. If these bills pass, Pool staff will make it a priority to work with the counties regarding Bloodborne Pathogens.

HB87 was originally written to require errors and omissions coverage for county recorders; the Pool already provides this coverage. The bill has now been substituted to require the county to make available instructions to all claimants on how to file a claim that does not fall under the Utah Governmental Immunities Act.

The Industrial Accidents Division of the Utah Labor Commission has concluded, as announced in their February 4, 2005 letter (see attachment #4), that they will continue to regulate Public Agency Insurance Mutuals. The Workers' Compensation Fund of Utah (WCF) was pushing to place the counties, cities and school districts programs back under the regulation of the Insurance Department. The Division will scrutinize financial statements and expects each Interlocal entity to incorporate language (by November 1, 2005) into their Interlocal agreements relating to insolvency.

Relating to the litigation in Duchesne County, the Pool has prepared an amendment to SB44 to prevent litigants' use of GRAMA to circumvent discovery. Senator Walker is unwilling to add the amendment this session but will study the changes for consideration during the 2006 session.

Lester Nixon explained that the property and crime reinsurance and the boiler and machinery insurance have been placed using Marsh USA Risk and Insurance Services (see attachment #5). The negotiated terms with Marsh saved the Pool approximately \$106,000 from the renewal quote provided by Gallagher. The Board opted to increase the self-insured retention from \$150,000 to \$250,000 on property for the 2005 policy year. Box Elder County had a \$600,000 property loss in January. With this loss, all mobile equipment will need to be scheduled instead of only using a value as underwriters have required in the past.

Lester Nixon reported that he is unable to provide a property and casualty claims report to the Board at this time but he reviewed the workers' compensation claims report with the Board (see attachment #6). The first sheet shows for all years and the second sheet for year 2005. The Pool has had a total of 302 claims reported since the inception of workers' compensation with 236 claims closed. Total incurred is at \$456,750 for an 18.28% loss ratio; hopefully this trend will continue.

## Approve 2005 Multiline Risk Management Program

Mark Brady reviewed the changes to the Risk Management Program with the Board (see attachment #7). Law enforcement is 67% of the Pool's losses in the areas of vehicle accidents and civil rights violations. Therefore,

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sections 4.4 – training in use of force, search and seizure, religious rights, mail, medical care and inmate discipline and 4.5 – defensive driving, pursuit driving or emergency vehicle operations training are now required. A bonus credit has been added in section 9.2 for the frequency and/or severity of county claims. In 2005, if claims are less than that of 2004, as determined by the annual number of reported claims and net incurred loss by December 31 of each year, the credit will apply. Kent Sundberg made a motion to strike 9.2 from the 2005 Risk Management Program. Steve Baker seconded the motion which Lynn Lemon opened for discussion. Kent sees a problem in that a county may have a good 2004 and a not so terrible 2005 and still receive the credit points. Steve said that the program is designed to reward good behavior which makes section 9.2 subjective since some claims are strictly luck. Effort and quality of effort should be measured so the points used for credits in section nine should be extra credit over the 100 points or 100%. Kent Sundberg amended his motion to include sections 9.1 and 9.2 as extra credit. Steve Baker seconded the motion which passed unanimously. Mark will add the eight credit points from section nine to the section four—law enforcement. A motion was made and seconded to continue a 5% premium credit for those complying with the 2005 Risk Management Program.

## Approve 2005 Workers' Compensation Loss Control Program

Mark Brady reviewed the new Loss Control Program designed for the Workers' Compensation Pool with the Board (see attachment #8). Mark and Brody Parker designed this program to go with the multiline Risk Management Program. Section one prerequisites include the designation of a safety officer, safety committee and accident review board to review injuries to help avoid future risk in the work place. The deadlines for renewal information is the same as the multiline; August 31. Section 2.2 requires that the county provide annual training for all supervisors on some aspect of Occupational Health & Safety. This may be a burden to some counties but there are a lot of topics to discuss every year; ergonomics and bloodborne pathogens are new items this year. The Pool is also running into problems with supervisors not reporting claims properly. The counties can find their own sources and individualize training for each department or use the Pool's Safety Specialist, Brody Parker, who will come to the county and train at least two or three times a year at no charge. Newly appointed supervisors shall attend the Pool's sponsored training within the first year of appointment. Section four is requiring safety policies to be implemented. Ken Bischoff made a motion to approve the 2005 Workers' Compensation Loss Control Program with a 5% premium credit for compliance. The motion was seconded and passed unanimously.

## Approve Amended 2005 Budgets

Lester Nixon reviewed proposed budget amendments with the Board for the multiline budget (see attachment #9), the workers' compensation budget (see attachment #10) and the administration budget (see attachment #11) with the Board. Pursuant to final decisions made by the Board for the 2005 program, the budgets need to be amended to show the actual premiums written, the credits for the risk management program, final reinsurance costs, decrease in cost for accounting (monthly financial statements will be compiled in-house), decrease in actuarial analysis, capitalization costs allocated, added item for the workers' compensation self-insurer's bond, brokerage fee changed to a consulting fee (Marsh), added item for fees and licensing and staff benefits confirmed by the providers. Additional monies saved from these budget amendments have been allocated to losses. If losses are less at the end of the year, equity will increase. Kay Blackwell made a motion to approve the 2005 Multiline Budget, the 2005 Workers' Compensation Budget and the 2005 Administration Budget as amended. Ira Hatch seconded the motion which passed unanimously.

## Feasibility of Health Insurance Pool

Lester Nixon explained that Marsh USA, the consultant on the Pool's property reinsurance, is going to make a presentation to the Board to discuss whether or not a benefits pool may be a viable option for the members. Marsh is Utah's largest industry leader in the area of benefits pooling. Lester introduced Ann Thomas, Dave Knoop and Lawrence Wiscombe. Ann explained that the advantages of benefits pools are the cost-effectiveness of healthcare alternatives and greater control over benefits strategy, plan offerings, cost and service. Dave explained that the ability to pool employee benefits is a fairly new concept in Utah; a concept that is working. By unifying the Pool's membership, purchasing power is increased. Ann continued explaining that data is a major key for strategy and negotiations of cost. Initial funding and underwriting considerations will be used to determine if a benefits pool makes sense (see attachment #12).

Marsh uses a three-phase approach in the implementation of pools: 1) feasibility study; 2) program design; and 3) implementation. The feasibility study (see attachment #13) includes an interest survey of the decision makers (not the employees) to compile attitudes, opinions and wishes, not whether a county wants in or out of a benefits pool. The study will also include collection of data (credible claims history) for financial

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testing/metrics. Studies prove that benefit pools cut administration costs. The 2004 Mercer Employment Survey shows cost shifting on plan design down 10%. Actuarial tables differ by carrier but a good rule-of-thumb is that if a pool has over 200 employee participants it is considered credible. The smaller counties are not receiving any credibility because there is no negotiation on the loss ratio. Premiums have doubled in five years and benefits have decreased. There is a consumerism movement wherein employees will opt for choice. The program design will determine the options based on the number of employees. Communication and vendor selection is a major part in selling members on the program. Implementation is the final phase for vendor contracting and plan participant enrollment. Web based tools can empower employees by providing information and pricing and create competition between facilities and provides access to symptoms, doctors, prevention, etc.

The Board thanked Marsh representatives and allowed them to leave. Lester explained that Marsh has proposed a fee of \$40,000 to complete the three phases of a benefits pool implementation. The Board can have Marsh stop at whichever phase they want. Lester recommended that the process be completed by Marsh as presented. Insurance statute requires that a newly implemented healthcare pool must use a Third Party Claims Administrator; there are several reputable firms in Utah. Ed Phillips made a motion to proceed with the feasibility study of a Benefits Pool for Utah Counties Insurance Pool members. The motion was seconded and passed unanimously.

## Set Date and Time for Closed Meeting

Kay Blackwell made a motion to set the date and time for a closed meeting to discuss pending or reasonably imminent litigation for February 17, 2005 at 3:40 p.m. Jerry Grover seconded the motion, which passed unanimously.

Ken Bischoff made a motion to conclude the closed meeting to discuss pending or reasonably imminent litigation on February 17, 2005 at 3:50 p.m. Ira Hatch seconded the motion, which passed unanimously.

## **ACTION on LITIGATION MATTERS**

Kent Sundberg made a motion authorizing settlement authority up to an amount of \$35,000 in the matter of UINO2088030. Ken Bischoff seconded the motion, which passed unanimously.

Kent Sundberg made a motion authorizing settlement authority up to an amount of \$45,000 in the matter of DAG0000052005. Ken Bischoff seconded the motion, which passed unanimously.

Kent Sundberg made a motion authorizing settlement authority up to an amount of \$240,000 in the matter of WEB0000372004. Steve Wall seconded the motion, which passed unanimously.

Kent Sundberg made a motion authorizing settlement authority up to an amount of \$600,000 in the matter of BOX0000232005. Jerry Grover seconded the motion, which passed unanimously.

## Ratification and Approval of Payments

Gene Roundy had to leave the meeting for another appointment. Kent Sundberg reviewed the payments made and the payments to be made with the Board (see attachment #14). Steve Wall made a motion to approve the payments made and the payments to be made. Ira Hatch seconded the motion, which passed unanimously.

## Other Business

The Next meeting of the Board of Trustees was scheduled for April 27 at 6:00 p.m. in St. George.

Approved on this 19 day of 101 2005

Gene Roundy, UCIP Secretary-Treasurer



## FIXED INCOME REVIEW

## prepared for

# **UTAH COUNTIES INS POOL**

Account: 84505229

by your Financial Advisor

## ROBERT RICH

2/16/05

Refer to the attached page "General Notes" - report is incomplete unless "General Notes" are attached.

arising from security transactions should be discussed with a qualified tax advisor. Call features may exist for some securities that could affect the maturing principal schedule and/or yield calculations. SECURITIES: Network, LLC, member NASD/SIPC. Each broker-dealer is a separate non-bank affiliate of Wachovia Corporation. Prudential Securities is a division of Wachovia Securities, LLC. (18790) shown. Price and anticipated income information are provided only as a general guide; there is no guarantee that actual prices/performance will closely approximate the prices/performance shown. Tax implications NOT FDIC INSURED/NOT BANK GUARANTEED/MAY LOSE VALUE. Investment products and services offered through either Wachovia Securities, LLC, member NYSE/SIPC, or Wachovia Securities Financial This does not constitute an offer to sell or a solicitation to buy securities except where specifically indicated by color coding (see legend). Actual prices bid/offered for securities may differ considerably from those

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## This const is intend

This report is intended to provide you with a descriptive overview of your current fixed income portfolio and may include analysis, projections and recommendations. The various forms of performance analysis, esecurity characteristics, and securitites pricing estimates include assumptions to facilitate analysis rescurity characteristics, and securitites pricing estimates include assumptions to facilitate calculations and the depiction of your holdings. These assumptions have been defined whenever possible.

Securities prices contained in this report are obtained from various sources, including independent pricing services. There is no guarantee that the reported prices reflect current maket prices or that the reported price could be realized. Wachovia Securities does not consider the reported prices actual bids.

If Buy/Sell recommendations are included in your report please be aware that all prices are subject to change, and that all suggested buys are also subject to availability. Any changes to your portfolio should be first discussed with your Financial Advisor, and your tax professional for any potential tax implications. There is no guarantee that this information is complete or accurate in its entirety or that actual performance will closely approximate the performance shown. Variables affecting performance are unknown and unpredictable, and any calculations based upon them simply reflect one of many possible outcomes. Please review all information with your Financial Advisor (FA).

## SECURITY ASSUMPTIONS

Mortgage Backed Securities (MBS). For the purposes of this report MBS include Asset Backed Securities, Pass Thrus and Collateralized Mortgage Obligations. MBS do not have defined principal cash flows due to principal prepayment uncertainties. This report uses the current industry standard, Public Securities Assoc. Model as the method for estimating future mortgage cash flows. In this report assumptions must be made about the prepayment speed and average life value for MBS. These assumptions result in an estimated principal and interest repayment schedule, which is used in combination with current price to calculate a cash flow yield. Cash flow yield is the yield used for this security type. Actual performance will not match stated performance because it is not possible to precisely predict MBS cash flow streams. Factors affecting asset prepayments such as future interest rates are unknown.

**Fixed Rate Capital Securities (FRCS) and Preferred Stock**may be perpetual securities with no stated maturity. For perpetual securities a long-term maturity date is assigned to facilitate portfolio and individual security calculations. If these securities have stated maturities, the actual maturity date is used.

## FIXED INCOME PORTFOLIO ANALYSIS

Section I Portfolio Totals. Portfolio totals are approximate market values of the account holdings grouped by type. 'Bonds' includes individual fixed income instruments such as Treasuries and Agencies, Zeros, Mortgage Backed Securities (MBS), Corporates, and CDs. 'FRCS' refers to Fixed Rate Capital Securities and includes Preferred Stocks. 'Equities' includes individual equities, convertibles but not Preferred Stock. 'Mutual Funds' includes open and closed-end funds. 'Money Market' is based on Money Market Balance in the account(s) at time of analysis. 'Other' includes instruments such as UITS, Annuities, Limited Partnerships and securities with unique characteristics not fitting any of the above categories.

Section II Bond Averages. - This section provides you with descriptive features of the bonds in your portfolio. 'Coupon' is an average of the coupons of the individual bonds weighted by par value. 'Yrs to Mat' is Years to Maturity, which is an average of the time to maturity (or assumed Average Life for MBS) weighted by par value. 'Duration' represents the average of the duration of the individual bonds weighted by par value. Duration itself is the number of years required to receive the present value of future payments, both interest and principal, from a bond. 'YTW' is Yield to Worst. Yield to worst is the lower of the yield to call or yield to maturity for each bond, as calculated using Excel yield functions and assumptions. It is shown here as the average of the individual bond yield to worst calculations weighted by par value. Cash flow yield is used for MBS. This is not a yield to maturity calculations to the portfolio, as a whole, but an average of individual yields. 'Current Yield' is the average of the current yield of each bond weighted by par value. Current Yield is equal to the coupon divided by the current price, expressed as a percentage.

Section III Bond Income Schedule. his is an estimated schedule of total monthly coupon payments. The schedule assumes that bonds are not called. For portfolios that have MBS that are paying out principal in addition to the interest, the income schedule will include those projected principal payments as well. This income schedule takes into account potential long or short first coupon payments on Municipal securities.

Section IV Bond Distributions. his section includes four separate breakdowns of the Fixed Income holdings portfolio. 'Avg. Life / Mat.' Shows the percentage of the holdings that will mature or be prerefunded within the stated time periods. MBS are included based upon their assumed average life. The 'CALLABLE' distribution represents your fixed income portfolio grouped according to the call dates shown. The call feature used is the next date that the bond may be called. A bond may or may not be called on the first call date or thereafter. This distribution alerts you to the percentage of your portfolio, which may be called at each time segment. MBS do not have stated call features but do have uncertain maturities, therefore a percentage designation has been provided for these securities (see Security Assumptions). 'Duration' is the number of years required to receive the present value of future payments, both interest and principal, from a bond. The fixed income portfolio is grouped by duration for the periods shown. The 'Product' distribution simply shows the percentage of the fixed income portfolio that is invested in different fixed income products

Section V Bond Principal Schedule. is schedule provides an approximate breakdown of principal repayments of your fixed income holdings. The schedule assumes that bonds are not called and that MBS prepay according to the stated principal prepayment window. Please remember that it is not possible to accurately predict MBS prepayments or whether a bond will be called. When reviewing this distribution, you should discuss this fact and alternate principal repayment possibilities with your Financial Advisor.

Section VI Bond Rating Distributions. This schedule breaks down holdings according to credit ratings rated at all. Please discuss these ratings, their meanings and the suitability of the distribution for your portfolio objectives with your Financial Advisor.

Existing/Resulting.- If your report contains recommendations for Buys and/or Sells columns representing both the Existing and the Resulting holdings will be shown on the 'Analysis' page for all six of the preceding sections. All of the assumptions for those sections will continue to hold. This simply is a manner in which you may see the before and after for a given portfolio for the recommended changes.

PORTFOLIO DETAIL - This section provides an overview of each fixed income holdings in the portfolio. Any recommendations are included and are coded by color. Issues shown in boldfaced blue type are suggested buys, and red boldfaced type is for suggested sells. The columns shown on the page are defined as follows. Quantity is the face value of the bond or number of FRCS shares. Issuer is the name of the issuer. The Type is the bond type. Rating reflects the Moody's and SP credit rating if applicable. Coupon is the bonds stated interest rate. Maturity is the stated maturity date, or in the case of MBS the assumed principal prepayment window. For FRCS of Preferreds with no stated maturity date a substituted date may be shown. Yrs to Mat. is the number of years until maturity, prerefunding, or assumed average life for MBS. The price shown is the maket price supplied at the time of the analysis. Price should be used only as an estimate since actual price changes continually due to market conditions. YT Worst is the lower of the yield to call or yield to maturity as calculated using Excel's yield functions and assumptions. A [c]' indicates yield to call was used. For MBS the YTW will be the cash flow yield. Current Yield is the bond's coupon rate divided by its current price expressed as a percentage. Call Date/Price is the next call date for the bond and the applicable call price. Call dates for currently callable bonds are shown as being callable in 30 days. The Total shown for each bond is the sum of the market value, at the given price, plus the accurred interest.

**BUY/SELL RECOMMENDATION** This page is included only if there are trades recommended on the report. This page will show the recommended buys and sells separately, and the totals for each, with any difference. This page will also includes notes with rationale for the recommendations.

OTHER SECURITIES: The Other Securities page(s) lists Equities, Mutual Funds, UIT's, Money Market holdings, Annuities, Limited Partnerships, and other securities that do not fit into the parameters for analysis as Bonds. All values for these holdings are taken at the time the report is imported into the program. Security values and Money Market balances stated in the report may differ from actual values and balances due to market and account activity occurring after the report data was gathered.

**DATA GRAPHS** The Asset Allocation graph represents the entire portfolio in terms of current market value. The Fixed Income Allocation represents just the Fixed Income assets held in the account. The Maturity, Duration, and Callable Distributions are illustrations of the bond features as shown in section III of the Analysis page. For reports where recommendations have been made, all of the graph pages will show the "existing" and "resulting as well.

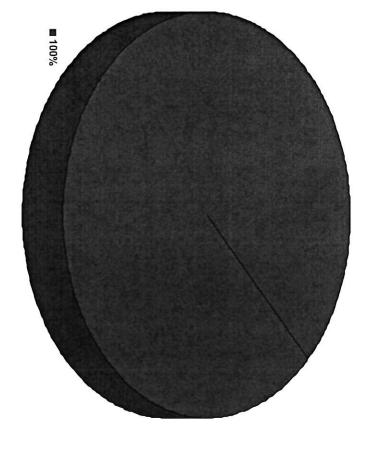
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## ASSET ALLOCATION

## **Distribution by Product Type**

■ Bonds



2/16/2005

Refer to the attached page "General Notes" - report is incomplete unless "General Notes" are attached.

Ref. ID#: 18790

transactions should be discussed with a qualified tax advisor. Call features may exist for some securities that could affect the maturing principal schedule and/or yield calculations. Investment products and services offered through either Wachovia Securities, LLC, member NYSE/SIPC, or Wachovia Securities Financial Network, LLC, member NASD/SIPC. Each broker-dealer is a separate non-bank affiliate of Wachovia Corporation. Prudential Securities is a division of Wachovia Securities, LLC. Securities and Insurance Products: Not Insured by FDIC or Any Federal Government Agency May Lose Value Not a Deposit of or This does not constitute an offer to sell or a solicitation to buy securities except where specifically indicated by color coding (see legend). Actual prices bid/offered for securities may differ considerably from those shown. Price and anticipated income information are provided only as a general guide; there is no guarantee that actual performance will closely approximate the performance shown. Tax implications arising from security Guaranteed by a Bank or Any Bank Affiliate.

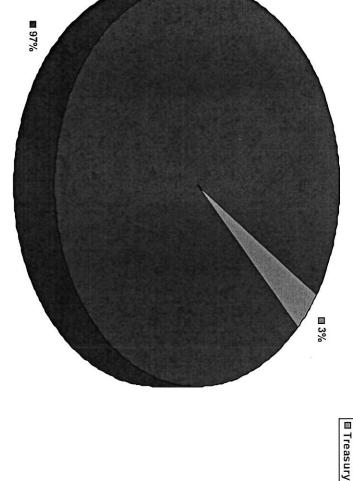
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# FIXED INCOME ALLOCATIO

## Distribution by Fixed Income Product Type

■ Agency



02/16/2005

Refer to the attached page "General Notes" - report is incomplete unless "General Notes" are attached.

Ref. ID#: 18790

Price and anticipated income information are provided only as a general guide, there is no guarantee that actual performance will closely approximate the performance shown. Tax implications arising from security transactions should be discussed with a qualified tax advisor. Call features may exist for some securities that could affect the maturing principal schedule and/or yield calculations. Investment products and services offered through either Wachovia Securities, LLC, member NYSE/SIPC, or Wachovia Securities Financial Network, LLC, member NASD/SIPC. Each broker-dealer is a separate non-bank affiliate of Wachovia Corporation. Prudential Securities is a division of Wachovia Securities, LLC. Securities and Insurance Products: Not Insured by FDIC or Any Federal Government Agency May Lose Value Not a Deposit of or This does not constitute an offer to sell or a solicitation to buy securities except where specifically indicated by color coding (see legend). Actual prices bid/offered for securities may differ considerably from those shown. Guaranteed by a Bank or Any Bank Affiliate.



# FIXED INCOME PORTFOLIO

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I. PORTFOLIO TOTALS	IV. BOND DISTRIBUTIONS	NS	V. BOND PRINCIPAL SCHEDULE	STATE	VI. BOND RATING DISTRIBUTION	TRIBUTION
	AVG. LIFE / MAI.	Section of the Control of the Contro	No. Clarific Confession (Confession Confession Confessi	AND TO STATE OF THE STATE OF TH		Twinter for the despitable
<b>Bonds</b> \$7,062,794	Less than 5 Yrs	66.82%	2005	\$297,000	Agency	99.12%
FRCS \$0	5 To 10 Yrs	33.18%	2006	\$800,000	Govt	0.88%
SS	10 To 15 Yrs	0.00%	2007	\$1,093,000		
Mutual Funds \$0	15 To 20 Yrs	0.00%	2009	\$1 158 000		
MMKT \$0	More Than 20 Yrs	0.00%	2010	\$1,020,000		
	CALLADIE		2011	\$990,000		
Total Value \$7,062,794	MBS	0.00%	2012	\$345,000		
II. BOND AVERAGES	Not Callable	3.85%	Total	\$7,098,000		
	Less Than 2 Yrs	92.84%				
Coupon 3.32%	2 To 5 Yrs	3.31%				
at	5 To 10 Yrs	0.00%				
YTW 3.43%	More Than 10 Yrs	0.00%				
Current Yield 3.33%	DURATION					
	Less than 5 Yrs	79.78%		11-1		
III. BOND INCOME - Next 12 Months	5 To 10 Yrs	20.22%				
March \$12,960	10 To 15 Yrs	0.00%				
	15 To 20 Yrs	0.00%				
May \$12,820	More Than 20 Yrs	0.00%				
June \$33,393						
July \$24,255	PRODUCT			==1		
August \$28,615	Agency	96.58%		-		
September \$12,969	Treasury	3.42%				
October \$5,810						
November \$12,820			NOTES			
December \$33,393			100			
January \$24,269						
February \$28,615						
10[3]						

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## PORTFOLIO DETAIL

\$319,514	100.00	04/10/05	3.24%		4.01%	96.47	4.417	07/10/2009	3.125%	Agency	Agency	Fedl Home Ln Bk	\$ 330,000
\$132,509	100.00	06/10/05	5.45%	[c]	2.64%	100.85	4.333	06/10/2009	5.500%	Agency	Agency	Fedl Home Ln Bk	\$ 130,000
\$33,117			0.00%		4.00%	84.92	4.167	04/05/2009	0.000%	Govt	Treasury	FICO	\$ 39,000
\$28,692			0.00%		4.13%	84.39	4.167	04/15/2009	0.000%	Govt	Treasury	UST Strip	\$ 34,000
\$18,743			0.00%		4.00%	85.20	4.083	03/07/2009	0.000%	Agency	Treasury	FICO	\$ 22,000
\$49,621			0.00%		3.99%	85.55	4.000	02/03/2009	0.000%	Agency	Treasury	FICO	\$ 58,000
\$325,362	100.00	04/23/05	3.56%		3.97%	98.32	3.917	01/23/2009	3.500%	Agency	Agency	Fedl Home Ln Bk	\$ 330,000
\$300,412	100.00	02/22/05	4.00%		4.04%	99.88	3.500	08/25/2008	4.000%	Agency	Agency	Fedl Home Ln Bk	\$ 295,000
\$101,267	100.00	06/09/05	4.33%	<u>C</u>	2.98%	100.40	3.333	06/09/2008	4.350%	Agency	Agency	Fedl Home Ln Mtg	\$ 100,000
\$982,608	100.00	03/30/05	2.30%		2.90%	97.94	3.333	06/30/2008	2.250%	Agency	Agency	Fedl Home Ln Bk	\$1,000,000
\$65,545			0.00%		3.81%	89.79	2.833	12/27/2007	0.000%	Agency	Treasury	FICO	\$ 73,000
\$197,866	100.00	05/20/05	3.28%		3.70%	98.92	2.500	08/20/2007	3.240%	Agency	Agency	Fedl Home Ln Bk	\$ 200,000
\$198,978	100.00	05/20/05	2.76%		2.97%	99.48	2.500	08/20/2007	2.750%	Agency	Agency	Fedl Home Ln Bk	\$ 200,000
\$298,250	100.00	05/14/05	3.04%		3.65%	98.61	2.250	05/14/2007	3.000%	Agency	Agency	Fedl Home Ln Bk	\$ 300,000
\$120,473	100.00	05/11/05	2.00%		2.07%	99.84	2.250	05/11/2007	2.000%	Agency	Agency	Fedl Home Ln Bk	\$ 120,000
\$101,724	100.00	05/03/05	4.48%	[c]	2.61%	100.37	2.250	05/03/2007	4.500%	Agency	Agency	Fedl Home Ln Mtg Agency	\$ 100,000
\$102,412	100.00	04/04/05	5.40%	[c]	2.43%	100.35	2.167	04/04/2007	5.420%	Agency	Agency	Fedi Nati Mtg Ass	\$ 100,000
\$29,393	100.00	03/26/05	2.30%		3.59%	97.63	1.833	12/26/2006	2.250%	Agency	Agency	Fedl Home Ln Bk	\$ 30,000
\$381,727	100.00	03/26/05	2.26%		3.59%	97.54	1.833	12/26/2006	2.200%	Agency	Agency	Fedl Home Ln Bk	\$ 390,000
\$100,484	100.00	03/22/05	3.02%		3.50%	99.24	1.583	09/22/2006	3.000%	Agency	Agency	Fedl Natl Mtg Asn	\$ 100,000
\$226,945	100.00	05/14/05	2.53%		3.46%	98.62	1.500	08/14/2006	2.500%	Agency	Agency	Fedl Home Ln Bk	\$ 230,000
\$49,298	100.00	03/09/05	2.04%		3.43%	98.20	1.333	06/09/2006	2.000%	Agency	Agency	Fedl Home Ln Mtg Agency	\$ 50,000
\$45,732			0.00%		3.25%	97.30	0.833	12/27/2005	0.000%	Agency	Treasury	FICO	\$ 47,000
\$149,475	100.00	05/21/05	2.02%		3.15%	99.15	0.750	11/21/2005	2.000%	Agency	Agency	Fedl Home Ln Bk	\$ 150,000
\$99,829	100.00	08/10/05	2.09%		3.13%	99.25	0.750	11/10/2005	2.070%	Agency	Agency	Fedl Home Ln Bk	\$ 100,000
	rice	Date/Price	Yield	؛ ر ا	Worst	;	Mat.		200		. 100		Gualitiy
Total		Cal	irrent	CIII	TY	Price	Vrs to	Coupon Maturity	Collinon	Rating	Type	lecilor	Ouantity

[r] indicates Pre-Refunded.

[c] indicates Yield-to-Call was used.

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02/16/2005

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## PORTFOLIO DETAIL

Quantity	Issuer	Туре	Rating	Coupon	Coupon Maturity	Yrs to	Price	⋨	Curi	rrent	Call		Total	
9		:			n	Mat.		Worst	<u></u>	eld	Date/Price	rice		
\$ 215,000	Fedl Home Ln Bk	Agency	Agency	3.000%	08/13/2009	4.500	99.32	3.16%		3.02%	08/13/05	100.00	\$213,672	
\$ 50,000	Fedi Natl Mtg Asn	Agency	Agency	4.500%	04/28/2010	5.167	100.02	4.49%		4.50%	02/28/05	100.00	\$50,717	
\$ 100,000	Fedl Home Ln Bk	Agency	Agency	4.250%	05/12/2010	5.250	99.75	4.30%		4.26%	05/12/05	100.00	\$100,918	
\$ 20,000	Fedl Natl Mtg Asn	Agency	Agency	4.250%	05/20/2010	5.250	99.72	4.31%		4.26%	05/20/05	100.00	\$20,160	
\$ 100,000	Fedl Natl Mtg Asn	Agency	Agency	4.250%	05/13/2010	5.250	99.74	4.30%		4.26%	05/13/05	100.00	\$100,893	
\$ 300,000	Fedl Home Ln Bk	Agency	Agency	4.100%	07/30/2010	5.417	99.21	4.26%		4.13%	04/30/05	100.00	\$298,340	
\$ 350,000	Fedl Home Ln Bk	Agency	Agency	3.500%	08/13/2010	5.500	99.76	3.55%		3.51%	05/13/05	100.00	\$349,419	
\$ 100,000	Fedl Natl Mtg Asn	Agency	Agency	3.500%	10/14/2010	5.667	99.73	3.55%		3.51%	04/14/05	100.00	\$100,967	
\$ 100,000	Fedl Home Ln Bk	Agency	Agency	4.000%	01/28/2011	5.917	100.06	3.63%	<u>C</u>	4.00%	04/28/05	100.00	\$100,314	
\$ 75,000	Fedl Home Ln Mtg	Agency	Agency	3.000%	03/29/2011	6.083	98.50	3.27%		3.05%	03/29/05	100.00	\$74,764	
\$ 90,000	Fedl Home Ln Bk	Agency	Agency	4.800%	05/05/2011	6.250	100.01	1.17%	$\overline{\mathbb{C}}$	4.80%	02/22/05	100.00	\$91,282	
\$ 415,000	Fedl Home Ln Bk	Agency	Agency	5.300%	06/01/2011	6.333	102.15	3.56%	$\overline{\mathbb{C}}$	5.19%	06/01/06	100.00	\$428,823	
\$ 100,000	Fedl Home Ln Bk	Agency	Agency	5.375%	07/01/2011	6.417	100.92	2.78%	[c]	5.33%	07/01/05	100.00	\$101,670	
\$ 200,000	Fedl Natl Mtg Asn	Agency	Agency	3.000%	09/30/2011	6.583	98.07	3.33%		3.06%	03/30/05	100.00	\$198,487	
\$ 10,000	Fedi Natl Mtg Asn Agency	Agency	Agency	4.500%	10/03/2011	6.667	99.71	4.55%		4.51%	02/28/05	100.00	\$10,143	
\$ 100,000	Fedl Natl Mtg Asn	Agency	Agency	5.000%	01/27/2012	6.917	100.39	2.82%	[C]	4.98%	04/27/05	100.00	\$100,719	
\$ 235,000	Fedl Home Ln Mtg Agency	Agency	Agency	6.250%	03/05/2012	7.083	104.12	4.12%	<u>C</u>	6.00%	03/05/07	100.00	\$251,443	
\$ 10,000	Fedl Home Ln Bk Agency	Agency	Agency	5.350%	12/24/2012	7.833	100.01	1.70%	[c]	5.35%	02/22/05	100.00	\$10,086	

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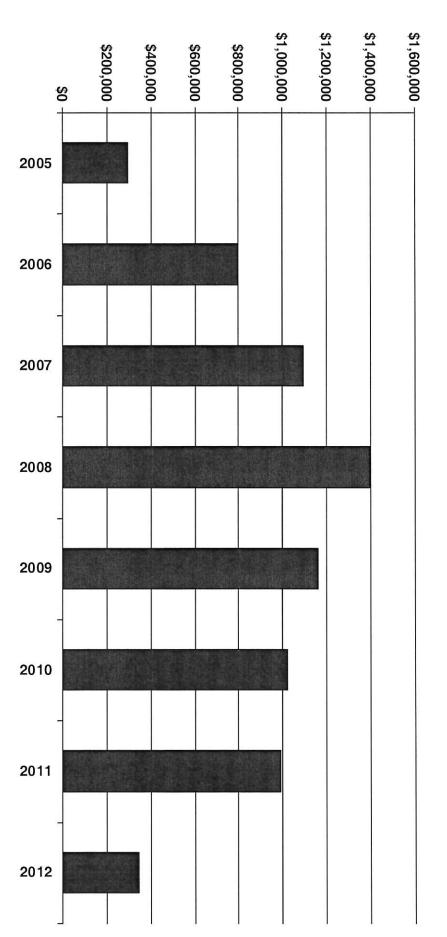
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## ATURITY DISTRIBUTIO

## **Maturity Distribution**



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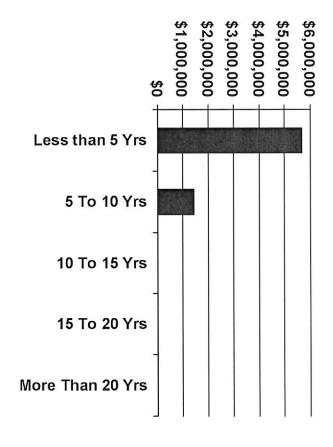
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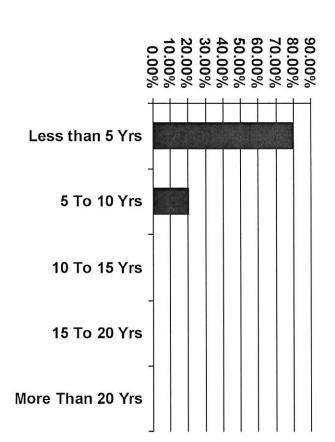


## DURATION DISTRIBUTION

## **Duration Distribution**

## % Duration Distribution





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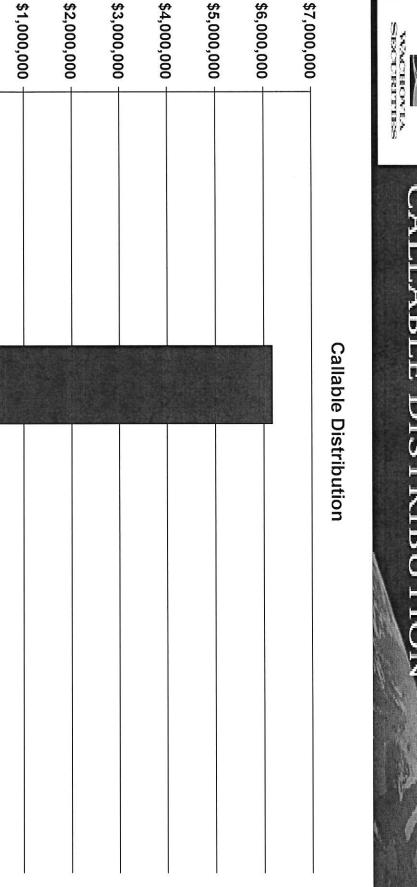
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## CALLABLE DISTRIBUTIC



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# INTEREST INCOME SCHEDU

							ú	Total Existing Interest Income for Apr 2005:	Fedi Nati Mtg Asn 4.500% 4/28/10 Agency	Fedi Nati Mtg Asn 3.500% 10/14/10 Agency	FedI Natl Mtg Assc 5.420% 4/4/07 Agency	Fedi Nati Mtg Asn 4.500% 10/3/11 Agency	Apr 2005		Total Existing Interest Income for Mar 2005:	FedI Natl Mtg Asn 3.000% 9/30/11 Agency	FedI Home Ln Mtg 3.000% 3/29/11 Agency	FedI Natl Mtg Asn 3.000% 9/22/06 Agency	Fedl Home Ln Mtg 6.250% 3/5/12 Agency	Mar 2005	Issuer Coupon Maturity Type
								2005 :	50,000	100,000	100,000	10,000			2005 :	200,000	75,000	100,000	235,000		Qty D
									28	14	4	ω				30	29	22	ഗ		Date I Paid F
							,	\$5,810	\$1,125	\$1,750	\$2,710	\$225		,	\$12,960	\$3,000	\$1,125	\$1,492	\$7,344		Interest Payment
	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Bk	FedI Home Ln Mtg	Fedl Home Ln Mtg	Fedl Home Ln Bk	Jun 2005			Fedl Home Ln Bk	Fedi Nati Mtg Asn	Fedi Nati Mtg Asn	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Bk	Fedl Home Ln Mtg	May 2005	Issuer
Total Existing Interest Income for Jun 2005:	2.250% 6/30/08	2.200% 12/26/06	2.250% 12/26/06	5.350% 12/24/12	5.500% 6/10/09	4.350% 6/9/08	2.000% 6/9/06	5.300% 6/1/11			Total Existing Interest Income for May 2005:	2.000% 11/21/05	4.250% 5/20/10	4.250% 5/13/10	4.250% 5/12/10	2.000% 5/11/07	2.070% 11/10/05	4.800% 5/5/11	4.500% 5/3/07		Coupon Maturity Type
st Incor		_	Þ	Α	Α	Ą	Ag	Ag			t Inco	Agency	Agency	Agency	Agency	Agency	Agency	Agency	Agency		Тур
ne foi	Agency	Agency	Agency	Agency	Agency	Agency	Agency	Agency			ne for	ncy	ncy	rcy	Yor	ıcy	ncy	Ç	icy		ě
ne for Jun 2005 :	Agency 1,000,000	Agency 390,000	gency 30,000	gency 10,000	gency 130,000	jency 100,000	ency 50,000	ency 415,000			ne for May 2005 :	incy 150,000		100,000	тсу 100,000	120,000	ncy 100,000	юу 90,000	100,000		Qty
ne for Jun 2005 :											me for May 2005 :		20,000								

02/16/2005

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# INTEREST INCOME SCHEDU

				)			\$4,500	14	300,000	Agency	3.000% 5/14/07	3.000	Fedl Home Ln Bk
\$5,810		or Oct 2005 :	st Income fo	Total Existing Interest Income for Oct 2005:	Total Ex		\$2,875	14	230,000	Agency	)% 8/14/06	2.500%	Fedl Home Ln Bk
\$1,125	28	50,000	Agency	4.500% 4/28/10	4.500%	Fedi Nati Mtg Asn	\$6,125	13	350,000	Agency	3.500% 8/13/10	3.500	Fedl Home Ln Bk
\$1,750	14	100,000	Agency	3.500% 10/14/10	3.500%	Fedi Nati Mtg Asn	\$3,225	13	215,000	Agency	3.000% 8/13/09	3.000	Fedl Home Ln Bk
\$2,710	4	100,000	Agency	5.420% 4/4/07	5.420%	Fedi Nati Mtg Assc							Aug 2005
\$225	ω	10,000	Agency	4.500% 10/3/11	4.500%	Fedi Nati Mtg Asn							
						Oct 2005	\$24,255		or Jul 2005 :	Total Existing Interest Income for Jul 2005:	Existing Inter	Total	
							\$6,150	30	300,000	Agency	4.100% 7/30/10	4.100	Fedl Home Ln Bk
\$12,969		r Sep 2005 :	t Income fo	Total Existing Interest Income for Sep 2005:	Total Ex		\$2,000	28	100,000	Agency	4.000% 1/28/11	4.000	Fedl Home Ln Bk
\$3,000	30	200,000	Agency	3.000% 9/30/11	3.000%	Fedl Natl Mtg Asn	\$2,486	27	100,000	Agency	5.000% 1/27/12	5.000	Fedi Nati Mtg Asn
\$1,125	29	75,000	Agency	3.000% 3/29/11	3.000%	Fedl Home Ln Mtg	\$5,775	23	330,000	Agency	3.500% 1/23/09	3.500	Fedl Home Ln Bk
\$1,500	23	100,000	Agency	3.000% 9/22/06	3.000%	Fedl Natl Mtg Asn	\$5,156	10	330,000	Agency	5% 7/10/09	3.125%	Fedl Home Ln Bk
\$7,344	ഗ	235,000	Agency	6.250% 3/5/12	6.250%	Fedl Home Ln Mtg	\$2,688	_	100,000	Agency	5.375% 7/1/11	5.375	Fedl Home Ln Bk
						Sep 2005							Jul 2005
Date Interest Paid Payment	Date Paid	Qty	Туре	Coupon Maturity Type	Coupon	Issuer	Date Interest Paid Payment	Date Paid	Qty	у Туре	Coupon Maturity Type	Coupo	Issuer

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Guaranteed by a Bank or Any Bank Affiliate.

Fedl Home Ln Bk Fedl Home Ln Bk Fedl Home Ln Bk

4.000% 8/25/08 3.240% 8/20/07 2.750% 8/20/07

Agency

295,000

25

\$5,900 \$3,240

\$28,615

Agency Agency

200,000 200,000

20 20

\$2,750

Total Existing Interest Income for Aug 2005:

\*,



# INTEREST INCOME SCHEDU

•				•								
\$28.615		yr Feb 2006 :	Income fo	Total Existing Interest Income for Feb 2006:	Tot		\$338	26	30,000	Agency	2.250% 12/26/06	FedI Home Ln Bk
\$5,900	25	295,000	Agency	4.000% 8/25/08		Fedl Home Ln Bk	\$268	24	10,000	Agency	5.350% 12/24/12	Fedl Home Ln Bk
\$3,240	20	200,000	Agency	3.240% 8/20/07		Fedl Home Ln Bk	\$3,575	10	130,000	Agency	5.500% 6/10/09	Fedl Home Ln Bk
\$2,750	20	200,000	Agency	2.750% 8/20/07		Fedl Home Ln Bk	\$2,175	9	100,000	Agency	4.350% 6/9/08	FedI Home Ln Mtg
\$4,500	14	300,000	Agency	3.000% 5/14/07		Fedl Home Ln Bk	\$500	9	50,000	Agency	2.000% 6/9/06	FedI Home Ln Mtg
\$2,875	4	230,000	Agency	2.500% 8/14/06		Fedl Home Ln Bk	\$10,998	_	415,000	Agency	5.300% 6/1/11	FedI Home Ln Bk
\$6,125	13	350,000	Agency	3.500% 8/13/10		Fedl Home Ln Bk						Dec 2005
\$3,225	13	215,000	Agency	3.000% 8/13/09		Fedl Home Ln Bk						
						Feb 2006	\$12,820		Nov 2005:	st Income for	Total Existing Interest Income for Nov 2005:	
							\$1,500	21	150,000	Agency	2.000% 11/21/05	FedI Home Ln Bk
\$24,269		or Jan 2006 :	t Income fo	Total Existing Interest Income for Jan 2006:	Tot		\$425	20	20,000	Agency	4.250% 5/20/10	Fedl Natl Mtg Asn
\$6,150	30	300,000	Agency	4.100% 7/30/10		Fedl Home Ln Bk	\$2,125	13	100,000	Agency	4.250% 5/13/10	FedI Natl Mtg Asn
\$2,000	28	100,000	Agency	4.000% 1/28/11		Fedl Home Ln Bk	\$2,125	12	100,000	Agency	4.250% 5/12/10	Fedl Home Ln Bk
\$2,500	27	100,000	Agency	5.000% 1/27/12		Fedl Natl Mtg Asn	\$1,200	1	120,000	Agency	2.000% 5/11/07	Fedl Home Ln Bk
\$5,775	23	330,000	Agency	3.500% 1/23/09		Fedl Home Ln Bk	\$1,035	10	100,000	Agency	2.070% 11/10/05	Fedl Home Ln Bk
\$5,156	10	330,000	Agency	3.125% 7/10/09		Fedl Home Ln Bk	\$2,160	5	90,000	Agency	4.800% 5/5/11	Fedl Home Ln Bk
\$2,688	_	100,000	Agency	5.375% 7/1/11		Fedl Home Ln Bk	\$2,250	ω	100,000	Agency	4.500% 5/3/07	Fedl Home Ln Mtg
						Jan 2006						Nov 2005
Date Interest Paid Payment	Date Paid	Qty	Туре	Coupon Maturity Type	Cou	Issuer	Interest Payment	Date Paid	Qty	Туре	Coupon Maturity Type	Issuer C

transactions should be discussed with a qualified tax advisor. Call features may exist for some securities that could affect the maturing principal schedule and/or yield calculations. Investment products and services offered through either Wachovia Securities, LLC, member NYSE/SIPC, or Wachovia Securities Financial Network, LLC, member NASD/SIPC. Each broker-dealer is a separate non-bank affiliate of Wachovia This does not constitute an offer to sell or a solicitation to buy securities except where specifically indicated by color coding (see legend). Actual prices bid/offered for securities may differ considerably from those shown. Price and anticipated income information are provided only as a general guide; there is no guarantee that actual performance will closely approximate the performance shown. Tax implications arising from security Guaranteed by a Bank or Any Bank Affiliate Corporation. Prudential Securities is a division of Wachovia Securities, LLC. Securities and Insurance Products: Not Insured by FDIC or Any Federal Government Agency May Lose Value Not a Deposit of or 02/16/2005 Refer to the attached page "General Notes" – report is incomplete unless "General Notes" are attached. Page 3 of 3 Ref. ID#: 18790

FedI Home Ln Bk FedI Home Ln Bk

2.200% 12/26/06 2.250% 6/30/08

Agency Agency

390,000

30

\$4,290 \$11,250 \$33,393

Total Existing Interest Income for Dec 2005:



## LOSS CONTROL MANAGER'S REPORT BOARD OF TRUSTEES MEETING

17 February 2005 Mark Brady, Loss Control Manager Brody Parker, Workers Compensation Safety Specialist

The following is a report of our current activities and projects.

#### Since the last meeting:

- 1. Risk Management Program 2005 has been revised and sent.
- 2. The Workers' Compensation Loss Control Program has been developed and sent.
- 3. Brody Parker—has been active in Carbon, Millard, Weber, and Duchesne—doing safety presentations, and attending safety meetings.

#### **Current Projects:**

- 1. Preparing the Planning and Zoning Conference for April 7<sup>th</sup>. So far we have scheduled 51 attendees.
- 2. Preparing the Facilities Management Conference next week (February 24<sup>th</sup>) so far 48 attendees are scheduled--not including staff and presenters.
- 3. DDC and safety presentations in Box Elder, Sanpete, Emery, and Millard.
- 4. Safety, Property, and Liability Inspections for Washington and Davis.
- 5. Assisting all Counties in implementing the Risk Management and Loss Control Programs.

#### Coming up:

- 1. Preparing the Annual Personnel Workshop. May 12-13, Davis County.
- 2. Risk Management Certification Training. August, 13-16, Iron County.
- 3. Regional Law Enforcement and Corrections Training (with Utah Sheriffs Association) April, May.

#### CEO REPORT

Report Date: February 17, 2005

Period covered by report: December 16, 2004 to February 17, 2005

#### **BOARD INFORMATION ITEMS**

- 1. The Spring AGRIP meeting is scheduled for March 16-18 in Huntington Beach, CA. The conference brochure is attached. Huntington Beach is about 25 minutes from John Wayne Airport in Irvine, 25 minutes from Long Beach, and about 45 minutes from LAX. (Non-rush hour times.) JetBlue has 1 flight daily into Long Beach, leaving SLC at 6:30 AM. Return leaves LB at 8:00 PM. Rush hour is 6:00 AM to 9:30 AM and 3:30 PM to 6:30 PM.
- 2. HazMat endorsement for CDL- Staff spent some time with Members discussing the new requirement from the Transportation Security Administration regarding fingerprinting and background checks for CDL drivers who have a HazMat endorsement on their CDL. Cost of the background check for HazMat will be \$94.00.

#### **COMMITTEE MEETINGS**

- 1. The Audit Committee met telephonically with Geri Douglas of Larsen and Company on January 20. The purpose of the meeting was for Larsen to afford members of the Audit Committee a chance to voice any concerns they might have regarding the pool and its operations prior to the start of the audit.
- 2. Litigation Management Committee is scheduled to meet on February 16.
- 3. In 2004 a Bylaws Committee was appointed by President McConkie for two purposes: a) to consider how to handle Washington County's move into the Second Class County status; and b) to review the Bylaws language regarding Trustees who are Committee Chairs. Members of the Committee are Kaye Blackwell, Steve Baker, Steve Wall, and Ira Hatch.

#### MARKETING

1. Staff made Workers' Compensation presentations to Tooele, Wasatch, and Summit counties. All three joined the Workers' Compensation pool effective January 1. Summit comes in with non-member, non-voting status. The Workers' Compensation Pool now has 24 members.

#### **LEGISLATION**

 H.B. 81 and S.B.19 are both bills designed to <u>make presumptive</u> certain occupational diseases as employment related for firefighters and emergency workers. When a disease become presumptive for occupations, the worker who is diagnosed with the presumptive disease is deemed to have contracted the disease in the course and scope of employment, even years after retirement. The employer must then prove the employee did <u>not</u> contract the disease arising from employment.

- 2. H.B. 87 originally would have required a \$25,000 errors and omissions policy for County Recorders. UCIP provides this limit as part of our program. The bill has been substituted to require the County to make available to all claimants instructions on how to file a claim.
- 3. As I informed the Board at the December meeting, the WCF has pushed to put the Workers' Compensation programs of the counties, cities and school districts back under Department of Insurance regulation. Currently, all three programs are regulated as self-insureds by the Labor Commission's Division of Industrial Accidents. UCIP and Utah Local Government Trust have agreed to divide the cost of hiring Attorney Randy Smart, who was formerly with the DOI, to negotiate with the Labor Commission on our behalf.

Attached is the response from the Labor Commission and their requirements for continuing to regulate Public Agency Insurance Mutuals. The new requirement is in the final paragraph of the first page, which is for PAIM's to include in their Interlocal Agreements a provision that states that if the PAIM ceases operations due to bankruptcy or insolvency, the members will be responsible for paying their own claims incurred prior to the bankruptcy. This will require UCIP to amend the Interlocal Cooperation Agreement and submit it to the membership.

4. SB 44 Government Records Amendments. Related to the litigation in Duchesne County, UCIP has prepared an amendment to this bill to prevent litigants to use GRAMA to circumvent discovery. Senator Walker has received the amendment but is unwilling to add it this session. She informed UAC that she would be receptive to studying the changes this summer for consideration next session.

#### REINSURANCE

1. The property and crime reinsurance, and boiler and machinery insurance were placed using Marsh Risk Services. The final comparison is attached.

#### **CLAIMS**

1. Workers' Compensation claims report is attached. Page one summarizes all claims year to date. Page two has claims for 2005. The new year is off to a great start.

# 2005 Spring Conference March 16-18

Conference Brochure



#### Courageous Leaders Preparing For a Transparent New Order

A Conference for governing board members, staff, AGRIP Partners and all others who have an interest or stake in the management or operations of public entity risk and benefits pools.

In addition to a full-range of sessions designed to help prepare governing body members, pool executives and other staff for the challenges they face, the Conference venue in "Surf City USA" offers an extraordinary number of options for "life balance" experiences. To learn more about activities and opportunities in and around the greater Los Angeles area, be sure to visit: www.gocalif.ca.gov/state/tourism/tour\_homepage.jsp or www.hbvisit.com.

#### CONFERENCE SCHEDULE

TUESDAY - March 15

1:00 pm Registration opens at Hilton Waterfront Beach Resort

6:00 pm
Registration closes for the day

6:00 - 7:30 pm
Opening Reception & Recognition of QEI Patrons - dinner on your own

(Conference schedule continues inside)

Spring Conference Facility
Hilton Waterfront Beach Resort
21100 Pacific Coast Highway
Huntington Beach, CA 92648
Make your hotel reservations early!
Hotel Guaranty Expires March 1, 2005

The Brochure and registration/reservation forms for the 2005 Spring Conference are available at www.agrip.org
On-line registration available

#### March 16-18, 2005 AGRIP Spring Conference Courageous Leaders Preparing For A Transparent New Order

#### **CONFERENCE SCHEDULE - continued**

WEDNESDAY - March 16

7:30 am Continental Breakfast - Registration reopens. READING ROOM opens.

8:30 am CONFERENCE WELCOME: Brent Wilkes, AGRIP President and President, Public Employer

Risk Management Association, Inc. (NY)

9:00 am KEYNOTE ADDRESS: "Crazy Times Call for Courageous People: Unleashing Your Intellect,

Your Initiative and Your Innovation".

Speaker – Mark Towers

Mark combines his background as a consultant, manager, teacher, coach, professor, therapist, broadcast personality and professional speaker to help you become a more polished, powerful, and profitable individual, team, or organization. Change is today's only constant. In order to cope with the current environment of "permanent white water," one must be able to continuously reinvent. Mark applies his intelligence, experience, humor and wisdom to nudge you in a new direction.

10:30 am GENERAL SESSION: "Is Your Reinsurer The Stalwart That You Believe Them To Be?" Mujtaba Datoo, ACAS, MAAA, Senior Consultant with ARM Tech.

This session will examine industry ratings that may be used to identify solidity of a reinsurer. In addition, attendees will consider the NAIC "IRIS" tests as applied to reinsurers along with other considerations that may be used to get to know your reinsurer better. Attendees will receive basic knowledge of what to look for in a reinsurer and learn questions to ask in searching for a reinsurer to meet their needs.

Noon Lunch

1:15 pm CONCURRENT SESSIONS

A. "Update on the PERI Data Exchange Benchmarking Services".

Mary Stewart, ARM-P, CPCU, Director, Research & Development, Public Entity Risk Institute.

The PERI Data Exchange reached a milestone in November 2004 as the system began providing live reports to be used for benchmarking to evaluate claim activity performance. This working national database provides internal standards to begin detailed loss prevention and claim assessment for workers' compensation and liability losses against governmental entities. This session will explain how the database in being used and the types of reports available through it.

B. "The CIS Approach to Health Risk Management". Noel Klein, Executive Director of City County Insurance Services (CIS) of Oregon.

CIS, as many other pools, has been going through plan design and policy changes, re-examination of stop-loss limits, institution of wellness programs and other strategies to encourage employees to make wiser healthcare choices about when and how to access the healthcare system. This session will focus on what CIS has achieved over the past 30 months, especially as to strategies that should be transferable to other pools.

C. "Becoming So Good They Can't Ignore You". Mark Towers of Speak Out Seminars, LLC.

In the post "job" world, employees need to forget their "job" and be looking for the work that needs doing. Learn to stop thinking like an employee and begin to think like an employee-minded vendor marketing to your employer. Learn to look at work not as a "job", but rather for the opportunities in your work.

#### March 16-18, 2005 AGRIP Spring Conference Courageous Leaders Preparing For A Transparent New Order

#### 2:30 pm

#### **CONCURRENT SESSIONS**

A. "Reinsurance Modeling – How Your Pool Can Make Better Reinsurance Buying Decisions". Raju Bohra, FCAS, Vice President of Corporate Marketing and Client Reinsurance Modeling Analyst, American Re-Insurance.

Learn about technically advanced and innovative tools that can put you in the driver's seat when it comes to deciding on the best reinsurance program for your pool. A detailed case study will show how one pool benefited from reinsurance modeling. The session will review four types of dynamic financial analysis studies used in such modeling.

B. "Illegal Harassment Investigation: Why Members Must Do It Well or Pay the Price". Mary Jo McGrath, President, McGrath Training Systems.

Illegal harassment awareness and failure to make quality investigation of complaints are costly challenges for pools and their members. Unfortunately, even today many employers and schools do not take effective action regarding these issues until faced with a lawsuit. Through this session attendees will learn five areas of awareness to empower organizations to prevent illegal harassment and abuse before it happens, a classification system for recognizing early warning signs of abuse, investigation techniques and how to create an environment of safety and respect in the workplace or school.

4:00 pm

Light refreshments for informal discussions. Open evening.

THURSDAY -

March 17

8:00 am

Registration and Facilitated Breakfast Discussion Groups by Member Types.

9:45 am

#### **CONCURRENT SESSIONS**

A. "Leveraging Your Actuarial Advisor for Optimum Reinsurance Placement". Maureen Stazinski, FCAS, Actuary with Tillinghast; John Nielsen, CEO, Ohio Transit Risk Pool (OTRP); Andrew Cartwright, Underwriter, ACE Tempest Re.

Learn how to negotiate optimal reinsurance coverage – especially when the market is tight and you are hoping to attract new players – with a proposed structure and pricing based on credible risk analysis and sound market knowledge. This session will examine how to work with your actuary and broker to get the best result in marketing your pool to reinsurers.

B. "Leadership in the 21st Century – A Process for Communication, Supervision and Evaluation". Mary Jo McGrath, President, McGrath Training Systems.

A return engagement for this program that was first offered by AGRIP at the 2003 Governance Conference at Marco Island, FL. Break through the current paradigm of performance evaluation which renders both the evaluator and the employee impotent in their efforts to effect change. Learn how to improve pool operations through enhanced leadership skills. Consider an effective 8-step program where people improve or are removed.

11:30 am

Lunch and AGRIP Annual Membership Meeting.

1:15 pm

#### CONCURRENT SESSIONS

A. "Going the Extra Distance to Provide Members With Training and Resources for Employment Practices Liability". Tom Brouwer, Administrator, Michigan County Road Commission Self-Insurance Pool (MCRCSIP) and Michael Kluck, Principal, Michael R. Kluck and Associates.

In 2003, MCRCSIP introduced to members a comprehensive set of *Employment Practices Guidelines* as both a hard copy manual and on CD-ROM. The guidelines and formats were developed after months of considering how to best help members address their EPL exposures and practices; and how best to keep them current when changes are required. This session will address how MCRCSIP identified the need, the process for development of the guidelines and how the guidelines have

#### March 16-18, 2005 AGRIP Spring Conference Courageous Leaders Preparing For a Transparent New Order

served the needs/interests of the members and the pool.

B. "After The Pilot Project, What Will be the Future for Pools in the National Flood Insurance Program?" Panel to be determined.

A pilot project involving five pools has been underway the past three years to consider if pools might be allowed to participate in the "Write Your Own" initiative of the National Flood Insurance Program. This session will review the experience of these pools and the prospect of opening the WYO program for others.

C. "Session specific to HUD-approved pools that provide coverage for Housing Authorities". Session details to be provided later.

#### 2:45 pm CONCURRENT SESSIONS

A. "Risk Transfer for Members and Recent Changes to ISO 'Additional Insured' Endorsement Forms". Peter Kelly, CPCU, AIC, Director of Marketing and Robert Bambino, CPCU, ARM, Vice President of Risk Management, with Wright Risk Management.

This session will explain risk transfer options for members. In addition, the session will include a comparison of the revised ISO "Additional Insured Endorsement" forms (including the new "Fault-Based" initiative), review sample indemnification language and suggested terms for insurance requirements.

B. "The Alphabet Soup of 'Savings' or 'Advantage' Plans for Funding The Employee Share of Health Benefit Plans". Sherry Skarda, Manager, Employee Benefits Division; Jeff Faber, Senior Marketing Representative, with Poms & Associates; and Tracy Snider, Consultant.

Much has been written recently about the maturing of consumer-directed health care as a viable product in today's health insurance landscape. This session will address the "alphabet soup" of "125", "HRA", "HSA", "MSA", "Archer MSA" and other tax advantaged programs that are available for employees to use with existing or "consumer directed health care" plans.

C. "Session specific to HUD-approved pools that provide coverage for Housing Authorities". Session details to be provided later.

4:00 pm Open Evening

FRIDAY - March 18

7:30 am Continental Breakfast. Registration reopens.

8:30 am CONCURRENT SESSIONS

A. "How Three Pools Are Prepared to Face Crazy Times".

An examination of the different organizational structures, staffing and operational characteristics of three pools and how these differences are intended to prepare them for the "crazy times" ahead.

B. "Session specific to HUD-approved pools that provide coverage for Housing Authorities". Session details to be provided later.

'10:15 am GENERAL SESSION: "Is Transparency As Apparent As It Seems?" Rich Vincelette, Principal, The Sabael Group, LLC.

What are the likely implications to pool operations from the recent investigations and hearings on insurance industry compensation practices? This session will provide a comprehensive review of positions/guidelines from organizations in the U.S. and U.K. In addition, this session will focus on key governance and "best practice" issues for pools in their relationship with brokers or reinsurers and the manner in which pools compensate those involved in "marketing" coverage to their members.

12:30 pm Conference Adjourns

#### SMART, SCHOFIELD, SHORTER & LUNCEFORD

A PROFESSIONAL CORPORATION

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Also Admitted in California
 Also admitted in Colorado
 Also admitted in Kansas
 Also admitted in Ohio

February 10, 2005

Lester J. Nixon, CPCU UTAH COUNTIES INSURANCE POOL 5397 South Vine Street Salt Lake City, UT 84107

Re:

Response from

Dear Lester:

Enclosed please find a copy of the response letter from Joyce Sewell regarding requirements for Public Agency Insurance Mutuals to continue to write Worker's Comp.

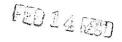
If you have any questions or would like to discuss the letter, please call me.

Very truly yours,

SMART, SCHOFIELD, SHORTER & LUNCEFORD A Professional Corporation

dictated but not read

Randall R. Smart Attorney at Law



RRS/jbj

g:\sldocs\rasmart\u\utah counties insurance pool\nixon.requirements for paim.02102005jbj.doc

Enclosure



COPY

JON M. HUNTSMAN, JR. Governor

GARY R. HERBERT
Lt. Governor

R. LEE ELLERTSON Labor Commission Commissioner February 4, 2005

JOYCE A. SEWELL
Division of Industrial Accidents

Director

Randall R. Smart Smart, Schofield, Shorter & Lunceford 5295 Commerce Drive, Suite 200 Murray, Utah 84107

Re:

Regulation of Public Agency Insurance Mutuals' status as "self-insured"

for workers' compensation liability

Dear Mr. Smart:

As you know, the Industrial Accidents Division of the Utah Labor Commission has spent several months reviewing its standards for allowing interlocal entities to self-insure their workers' compensation liabilities. The Division undertook this review to assure that interlocal entities have the means to pay their workers' compensation liabilities and that such liabilities will not be passed off to other employers. In the course of this review, the Division has had several meetings with you and other representatives of interlocal entities.

The Division has concluded that its authority under existing law is sufficient to allow reasonable assurance that the interlocal entities will meet their workers' compensation liabilities. However, to be effective, this oversight authority must be vigorously exercised on a regular basis.

Interlocal entities should expect significant scrutiny of their financial condition by the Division. The Division may require submission of financial statements, audits, actuarial studies, claims data and other pertinent information. The Division expects full cooperation by the interlocal entities in providing this information. Of course, the Division will also carefully review its requirement for security deposits and, when warranted, may require additional security deposits.

Additionally, during this coming year, the Division expects each interlocal entity to incorporate language in its charter stating: 1) the interlocal entity's affirmative duty to pay all members' workers compensation liabilities during the period of membership; 2) that bankruptcy, insolvency or withdrawal of a member shall not relieve the interlocal entity of its liability for that member's existing claims; and 3) that bankruptcy, insolvency or cessation of the interlocal entity shall not relieve a member of its liability for claims of that member's employees. By November 1, 2005, the Division will require each interlocal entity to demonstrate that these provisions are in their charters, or are in the process of being added.

I believe the terms of this letter conform to the discussions the Division has had with you and your colleagues. If you believe there is any misstatement or omission, please contact me immediately at 530-6988.

Thank you for your cooperation and assistance in dealing with these matters.

Sincerely,

Joyce Sewell, Director

Industrial Accidents Division

			*,
*			
			19

#### ORIGINAL GALLAGHER RENEWAL QUOTE

GALL	AGHER	
Limit	\$250 million	
SIR	\$150,000	
Earthquake limit	\$5 million	
Premium	\$654,833 (Net)	
Crime	61,340	
Boiler and Machinery	41,286	
Total	\$757,459	
Fee	\$105,000	
TOTAL	\$862,459	

# NEGOTIATED TERMS WITH MARSH; RENEGOTIATED TERMS WITH GALLAGHER

M	arsh	Gallag	gher
Limit	\$100 million	Limit	\$100 million
SIR	\$250,000	SIR	\$250,000
Earthquake limit	\$2 <b>9</b> million	Earthquake limit	\$5 million
(incl crime)		(incl crime)	
Premium	\$435,444 (Net)	Premium	\$567,286 (Net)
Boiler and Machinery	y 56,285	Boiler and Machinery	41,286
Total	\$491,729	Total	\$608,572
Fee	60,000	Fee	50,000
TOTAL	\$551,729	TOTAL	\$658,572

UTAH COUNTIES INSURANCE POOL Workers' Compensation Report This Year as of 1/31/05

VENI 100	MIIIM		CIVILIA	70 0		TOTAL	TOTAL	14101	330 -
COOINIT	2005		CLAIMS YTE	S YTD		PAID	RESERVES	INCURRED	LUSS RATIO
		Medic: Open	al Only Closed	Inder Open	nnity Closed				
Cache	\$96,747	0	0	0	0	\$0	\$0	\$0	0.00%
Carbon	\$90,781	0	0	0	0	\$0	\$0	\$0	%00.0
Daggett	\$23,010	0	0	0	0	\$0	\$0	\$0	0.00%
Duchesne	\$49,837	0	0	0	0	\$0	\$0	\$0	0.00%
Emery	\$49,785	-	0	0	0	\$0	\$200	\$200	1.00%
Garfield	\$27,654	0	0	0	0	\$0	\$0	0\$	0.00%
Grand	\$34,619	0	0	0	0	\$0	\$0	\$0	0.00%
Iron	\$74,232	0	0	0	0	\$0	\$0	\$0	%00.0
Juab	\$22,338	0	0	0	0	\$0	\$0	\$0	%00.0
Kane	\$26,694	0	0	0	0	\$0	\$0	\$0	0.00%
Millard	\$79,191	-	0	0	0	\$0	\$200	\$200	0.63%
Morgan	\$19,479	0	0	0	0	\$0	\$0	\$0	0.00%
Piute	\$2,678	0	0	0	0	\$0	\$0	\$0	0.00%
Rich	\$9,129	0	0	0	0	\$0	\$0	\$0	0.00%
San Juan	\$49,540	3	0	0	0	\$0	\$2,250	\$2,250	4.54%
Sanpete	\$21,183	0	0	0	0	\$0	\$0	\$0	%00.0
Sevier	\$24,491	0	0	0	0	\$0	\$0	\$0	0.00%
Summit	\$83,243	-	0	0	0	\$0	\$200	\$200	%09.0
Tooele	\$97,983	2	0	0	0	\$0	\$200	\$200	0.51%
Uintah	\$93,978	2	0	0	0	\$0	\$200	\$200	0.53%
Utah	\$187,031	2	0	0	0	\$0	\$1,000	\$1,000	0.53%
Wasatch	\$83,715	_	0	0	0	\$0	\$200	\$200	%09.0
Wayne	\$5,719	0	0	0	0	\$0	\$	\$0	%00.0
Weber	\$370,776	-	0	0	0	\$0	\$200	\$200	0.13%
TOTALS	\$1,626,833	14	0	0	0	\$0	\$6,750	\$6,750	0.41%

# UTAH COUNTIES INSURANCE POOL Workers' Compensation Report All Years

	\$7,250	\$449,500		24	235	42	\$1,626,833	\$871,691		TOTALS
	\$50	\$20,106	0	0	34	=	\$370,776	\$178,296	6/1/2004	Weber
	€9	\$140	0	0	_	0	\$5,719	\$5,719	1/1/2004	Wayne
	\$50	\$0	0	0	0	_	\$83,715	\$0	1/1/2005	Wasatch
	\$1,00	\$87,592	0	ഗ	54	=	\$187,031	\$126,850	4/1/2004	Utah
0	\$50	\$38,043	0	2	25	2	\$93,978	\$80,020	1/1/2004	Uintah
	\$50	\$0	0	0	0	2	\$97,983	\$0	1/1/2005	Tooele
	\$50	\$0	0	0	0	_	\$83,243	\$0	1/1/2005	Summit
	€9	\$33,284	0	ω	16	2	\$24,491	\$21,791	1/1/2004	Sevier
0	49	\$1,207	0	0	ω	_	\$21,183	\$21,096	1/1/2004	Sanpete
	\$2,25	\$40,300	0	4	17	_	\$49,540	\$26,820	1/1/2004	San Juan
0	69	\$21,744	0	_	0	0	\$9,129	\$4,085	2/1/2004	Rich
0	€9	\$0	0	0	0	0	\$5,678	\$3,800	2/1/2004	Piute
	\$	\$2,622	0	0	2	_	\$19,479	\$14,966	1/1/2004	Morgan
$\circ$	\$50	\$16,201	0	_	12	0	\$79,191	\$54,271	1/1/2004	Millard
0	€9	\$1,716	0	0	-	_	\$26,694	\$10,547	1/1/2004	Kane
$\circ$	\$	\$4,262	0	0	4	_	\$22,338	\$23,557	1/1/2004	Juab
0	\$50	\$24,901	0	w	20	0	\$74,232	\$62,704	1/1/2004	Iron
$\circ$	\$50	\$2,423	0	0	6	<u> </u>	\$34,619	\$25,504	1/1/2004	Grand
0	\$0	\$3,671	0	0	6	0	\$27,654	\$22,047	1/1/2004	Garfield
$\circ$	\$	\$49,121	0	2	6	2	\$49,785	\$49,785	1/1/2004	Emery
	\$	\$18,233	_	0	7	0	\$49,837	\$35,820	1/1/2004	Duchesne
$\mathcal{C}$	\$(	\$385	0	0	4	0	\$23,010	\$13,232	1/1/2004	Daggett
	\$(	\$66,206	0	w	17	4	\$90,781	\$90,781	1/1/2004	Carbon
0	₽	\$17,343	0	0	15	6	\$96,747	\$34,560	7/1/2004	Cache
The second	s of 1/31/05	as	Closed	0pen	Closed	0pen				
	)4 2005	2004	Indemnity	Inde	Medical Only	Medic	2005	2004	DATE	
	URRED	TOTAL INC	S	of CLAIMS	NUMBER (		JMS	PREMIL	EFFECTIVE	COUNTY







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#### Gallagher to fight \$175 million verdict in contract case

#### By Ameet Sachdev

Tribune staff reporter Published February 15, 2005

A Utah jury has ordered Arthur J. Gallagher & Co. to pay \$175 million to a Utah company for violating a contract involving alternative-fuel technology that has been a financial boon for the nation's 4th-largest insurance broker.

The verdict, reached late Friday after a four-week trial, is the largest legal judgment Gallagher officials can recall against the Itasca-based company in its 78-year history. The amount is nearly equal to the company's net income last year of \$188.5 million.

"We are extremely disappointed by the decision and, frankly, shocked by the amount of the award," said Chief Executive and President J. Patrick Gallagher Jr., who is a grandson of the founder.

Although the amount is sizable, the judgment should not affect the company's core business of acting as a middleman between buyers and sellers of commercial insurance, Gallagher said repeatedly in a Monday conference call with analysts. Gallagher's financial-services subsidiary was the defendant in the case.

The company plans to ask the judge to set aside the verdict and order a new trial. If the request is denied, Gallagher will seek to reduce the amount of damages and pursue an appeal of the verdict.

The large judgment prompted a sell-off of Gallagher stock Monday morning on the New York Stock Exchange. After dropping 93 cents early in the day, shares rebounded to close at \$30.05, down 59 cents, or 2 percent.

The contract dispute has nothing to do with insurance. In the 1990s, Gallagher looked for ways to lower its tax bill. Taxes are a killer for insurance brokers because they have few hard assets they can depreciate to offset profit.

It entered into a contract in 1996 with Headwaters Inc., based in South Jordan, Utah, which had developed a way of recycling waste coal into a fuel that could be burned by power plants to produce electricity. The fuel, known as synthetic coal, generates federal tax credits intended to spur development of alternative energy sources to reduce the nation's dependence on foreign oil.

The federal subsidy, though, has morphed into a legal tax-reduction device. For that reason, it attracted many investors like Gallagher from outside the energy sector, critics say.

For 2004, businesses are expected to claim about \$3 billion in tax subsidies from the production of about 130 million tons of synthetic coal. Last year, Gallagher claimed \$54.8 million in tax credits, which helped lower its tax rate to 20 percent, well below the 35 percent federal tax rate on corporate income.

In total, the company says it has received \$160.4 million in coal-related tax credits, most coming in the last four years.

The Utah judgment not only wipes away the economic benefits Gallagher has earned but also throws into question future tax credits.

The agreement with Headwaters called for Gallagher to pay a base license fee of \$500,000 for each synthetic coal facility it built, as well as a royalty equal to about 50 cents for each dollar of tax credit the company received, according to court documents. The agreement was changed to lower the royalty, which Gallagher would have to pay until the tax credits expired at the end of 2007.

Gallagher built two facilities immediately after signing a contract with Headwaters, formerly known as Covol Technologies. Headwaters said in the October 2000 lawsuit filed in a state court in Provo, Utah, that Gallagher never paid the license fees or any royalties.

Headwaters sought \$140 million in damages. The jury, by a 6-2 vote, awarded the entire amount plus \$35 million in accrued interest. In a separate claim, it found that Headwaters breached an agreement with Gallagher by not paying royalties connected with a financing arrangement and awarded the broker \$270,734.

The jury also unanimously rejected Gallagher's counterclaim that Headwaters had misrepresented its technology. The company said it had difficulties using the technology and had to switch to a different process.

"We are pleased that the jury agreed with our position," Headwaters CEO Kirk Benson said in a statement.

The judge presiding over the trial still has to rule on whether Gallagher owes Headwaters royalties for future production of synthetic coal.

"If there are additional royalties to be paid, we have to decide whether or not we want to continue to produce," said Doug Howell, Gallagher's chief financial officer.

The company said it has cash and other financial assets that it could sell to pay the \$175 million judgment. It also has a \$250 million line of credit it could tap.

After taxes, the judgment amounts to \$110 million, or \$1.15 a share. The average estimate of Gallagher's 2005 net income is \$2.03 a share, according to Thomson First Call.

The loss of tax credits could further reduce 2005 earnings by 30 cents a share, said Adam Klauber, an analyst at Cochran, Caronia Securities.

"If all the economic benefit will go to Headwaters, why would the company keep operating [its synthetic-coal plants]?" Klauber said.

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# THE UCIP RISK MANAGEMENT PROGRAM

2005

UTAH COUNTIES INSURANCE POOL 5397 S. VINE STREET, SALT LAKE CITY, UTAH, 84107 TELEPHONE: (801) 293-3098 FACSIMILE: (801) 293-3480

### SECTION ONE PREREQUISITES

The f	following prerequisites must be met before the county can receive any premium
1.1	A risk manager who is responsible for the implementation of the UCIP Risk Management Program must be appointed by the county Commission/Council.
Pleas	se list the name & title of the person responsible:
1.2	The county must respond to each risk review or walk-through inspection conducted by UCIP within 30 days of receipt of the report.
This :	section will be verified by UCIP staff.
1.3	ALL policy renewal information must be received by UCIP on or before <b>31 August</b> , <b>2005</b> . ( <b>NO EXCEPTIONS</b> .) <b>Contact Sonya White</b> for details.
1.4	a. Provide <b>a written statement</b> to be received by UCIP on or before <b>1 June</b> , <b>2005</b> ( <b>NO EXCEPTIONS</b> ), stating that the County has checked the driving record of each employee or volunteer who is expected to drive on county business.
	<ul> <li>b. Provide a copy of the driving record to UCIP for any individual who has one or more of the following: <ol> <li>DUI (drugs or alcohol), or alcohol related reckless during last 12 mos.</li> <li>Two or more moving violations during last 12 months, or</li> <li>Driver's license revoked or suspended in the last 12 months.</li> </ol> </li> </ul>
	<ul> <li>Maintain records obtained for each insured pursuant to 1.4a on file until June 1, 2005 and make them available for inspection upon request of the Pool.</li> </ul>
1.5	All information and documents required by the Risk Management Program (other than that required by sections 1.3 and 1.4 shall be received by UCIP on or before 30 November 2005 in order to be considered in the calculation of premium credit. Contact Mark Brady for details.
This s	section will be verified by UCIP staff.
1.6	The county must have written policies and procedures for handling claims and lawsuits. This may be accomplished through circulation of a memo. The written policy or memo must state that all lawsuits and Notice of Claims received shall be forwarded to the individual designated by the county. The policy shall also require said individual to send a copy of all potential UCIP-covered claims by mail, fax, or electronically to the UCIP Claims Manager within two business days of receipt of claim.
Pleas	e attach a copy of the policy/memo.

1.7 All potential UCIP-covered claims are reported to the UCIP Claims Manager within ten days after receipt of the claim along with: A completed notice of claim form; A copy of the claim; b. c. Copies of all relevant reports, including police reports. This section will be verified by UCIP staff. The county notifies UCIP within one business day of serious occurrences likely 1.8 to give rise to litigation or significant liability. These occurrences include: a. Any accidents involving death, hospitalization, or personal injury; Vehicle pursuits which result in death, injury of any person, or destruction of b. third party property; C. Shootings involving deputies: d. Involuntary terminations which the county reasonably believes might result in litigation; Sexual harassment allegations which the county reasonably believes might result e. in litigation; Planning and zoning issues where the parties threaten litigation or that are likely f. to result in claims or lawsuits. This section will be verified by UCIP staff. The county must adopt a formal policy in writing establishing an Accident Board(ARB). The ARB must: a. Meet on a regular basis, but not less than quarterly (unless there are no accidents to review); **Keep written minutes** of each meeting and forward a copy of the minutes to b. the UCIP Loss Control Manager;

Please provide a copy of the policy or ordinance. Also provide copies of minutes and reports generated to Mark Brady.

or reports must be sent to UCIP.

All accidents involving county drivers (including road department and Sheriff's Office personnel) and/or vehicles that have been reported to UCIP must be reviewed by the safety committee/ARB; and **Copies of the accident reviews**,

c.

#### SECTION TWO VEHICLE SAFETY MAXIMUM CREDIT: 22 Points

2.1	Prerequisites. The following prerequisite, must be met in order to receive credit under this section:  Driver's licenses (Motor Vehicle Reports) of all operators of county vehicles and those who the County should reasonably anticipate will drive a vehicle in the scope of County employment are checked:  a. Before extending offer of employment or, in the alternative, extend a conditional offer of employment based upon County's satisfaction with the drivers license history; and  b. Annually to determine status, restrictions, or modifications.
Pleas	se provide a statement from the personnel director verifying the procedures.
2.2	The county maintains written records of all maintenance performed on each county-owned vehicle or heavy equipment.
Pleas	e specify where the records are kept and who maintains them:
	Maximum Credit: 2 Points
2.3	The county has the following written polices:  a. Use of seat belts required of all drivers and passengers in county vehicles;  b. All accidents involving county vehicles are to be reported immediately to the department head;  c. A cell-phone use policy for drivers of motor vehicles.
Pleas	e attach a copy of the policies.
2.4	Maximum Credit: 2 Points The county has a written policy that employees who have, while driving in the course employment, caused two or more vehicle accidents as determined by the ARB within a two-year period of time shall lose driving privileges, be reassigned to a non-driving position, or be terminated from employment.
Pleas	e attach a copy of the policies.
	Maximum Credit: 5 Points
2.5	The county has, within the last five years, conducted the National Safety Council four-hour Defensive Driver Courseor a UCIP-approved or UCIP-conducted defensive driver coursefor <u>all</u> county employees and volunteers who drive while on county business.
Please	e attach a copy of the attendance rosters from the DDC course(s).

Maximum Credit: 5 Points

2.6	The county has an incentive program for county employees who drive while in the course of employment that recognizes and rewards those who have not caused any accidents, nor had any moving violations during the previous year. Such a program would, at minimum, recognize Public Works employees and Sheriff's Office employees.
Pleas	e describe the program.
	Maximum Credit: 4 Points
a drive	The county:  a. Requires each insured who is expected to drive a motor vehicle within the scope of her employment and has <b>an offense</b> as <b>set forth in Section 1.4</b> , above, to complete er-training course which is approved by or, offered by the Pool, prior to September 1 of rrent year.

b. Requires each insured who is expected to drive a county vehicle within the scope of his or her employment to complete a driver's training course which is approved by, or offered by, the Pool during the first year of employment with the county.

Please attach a copy of the attendance roster from the defensive Driver Course.

Maximum Credit: 4 Points

# SECTION THREE PERSONNEL MAXIMUM CREDIT: 19 Points

	r this section: The following prerequisite, must be met in order to receive credit r this section: The following policies must be adopted in writing: a. Established procedures for recruitment, interviewing, and hiring; b. Prohibitions against illegal discrimination; c. Established procedures for discipline and termination
Copie	es of these policies and sample job description must be attached.
3.2	ADA compliant job descriptions are established for each job.
A sar	nple copy of several job descriptions must be attached.
3.3	The county has verified that it does/does not comply with the requirements of the County Personnel Management Act.
the C	e attach a statement indicating that the county does or does not comply with ounty Personnel Management Act. If the county does not comply with the Act, e give the legal justification for non compliance.
3.4	The county has adopted a policy that states clearly at the beginning of the policy that the policy does not create a contract between the county and the employee.
Pleas	e attach a copy of the policy.
	Maximum Credit: 2 Points
3.5	The county has written personnel policies and procedures and has made a copy available to each employee and explained to the employee in writing where a copy of the policies can be obtained for reference. Each employee has signed a statement that the employee has been oriented and that the employee knows how to access the policy.
Pleas	se attach a sample signature page.
	Maximum Credit: 2 Points
	8

	with federal and state statutes. The policy contains the following elements when applicable:	
		<ul><li>a. Pre-employment testing;</li><li>b. Reasonable suspicion testing;</li></ul>
		c. Post accident testing in accordance with county policy;
		d. Random testing in accordance with federal regulations for drivers holding a Commercial Driver's License (CDL);
		e. Policy regarding positive results which includes a statement of the employee's rights
	Pleas	se attach a copy of the policy.
		Maximum Credit: 2 Points
	3.7	The county reviews and/or updates the personnel policies and procedures on an annuabasis and that each employee is notified of the each update.
		e list the last date the policy was reviewed/updated—describe notification edure.
		Maximum Credit: 2 Points
	3.8	The county conducts <b>annual training of all supervisory personnel</b> , including elected officials, <b>on the county's personnel policies and procedures</b> . The County provides Harassment and Employee Discipline training for supervisors every twenty-four months.
	Pleas	e list the training dates and attach an agenda
	ricas	Maximum Credit: 7 Points
П	3.9	The county has adopted a written Title VII harassment policy that:
		<ul> <li>a. States the type of conduct prohibited;</li> <li>b. Does not require or advise the victim to address a complaint to the alleged harasser;</li> </ul>
		<ul> <li>c. States clearly how a complaint may be made and to whom;</li> <li>d. Provides for an alternate to whom a complaint may be made and at least one o the persons to whom a complaint may be made is a female; and</li> </ul>
		e. Clearly states the appeals process or refers to the county's appeals process under which an appeal for specified personnel actions may be made.
	Pleas	e attach a copy of the policy.  Maximum Credit: 4 Points

# SECTION FOUR LAW ENFORCEMENT MAXIMUM CREDIT: 24 Points

	The following prerequisites must be met in order to receive credit under this			
	4.1	The for a. b. c. d.	llowing policies must be adopted in writin Use of force; Vehicle pursuits; Searches and seizures; and Jail policies regarding mail, religious obs	
	Please list the sections or page numbers in the S.O. policies where the above referenced policies are located			
	4.2	The SI	neriff's Office has adopted the Utah Jail St	tandards.
	Pleas	e provi	ide documentation of the adoption of	the Standards
				Maximum Credit: 2 Points
	4.3	one (1 Incide may e	eriff's Deputies, unless they are assigned ) hour of <b>Annual</b> training in the following ont, Forcible Entry, Arrest and Detention, a mphasize practical application, a review on ation of the two.	g areas: Use of Force, Domestic and Search and Seizure. The training
	Pleas	e provi	de a list of the dates and topics for ea	ach training session.
				Maximum Credit: 7 Points
	4.4	each o setting Discipl	rections personnel receive at a minimum, f the following areas: Use of Force (emph ), Search and Seizure, Religious Rights, N ine. The training may emphasize practica ements, or some combination of the two.	lasizing use of force in the corrections Mail, Medical Care, and Inmate
Please provide a list of the dates and topics for each training session.				
				Maximum Credit: 7 Points
	4.5	training	's Office personnel who engage in <b>patrol</b> g in Defensive Driving, Pursuit Driving, or icle EVO training shall be provided at leas	Emergency Vehicle Operations (EVO).
	Please provide a list of the dates and topics for each training session.			
				Maximum Credit: 8 Points

# SECTION FIVE PUBLIC WORKS/ROADCREW MAXIMUM CREDIT: 11 Points

	MAXIMUM CREDIT: 11 Points			
The	following prerequisites must be met in order to receive credit under this section:			
5.1	At least one copy of the Manual on Uniform Traffic Control Devices (MUTCD) must be on hand for reference by personnel responsible for the placing and maintaining of traffic control devices.			
5.2	The county must maintain a written (or computerized) inventory of all county-maintained traffic control devices. At least 98Points of all signs must be included in the inventory to qualify.			
5.3 main	Written records of regular inspections of all traffic signs must be kept and include any tenance conducted. Inspections must be conducted at least annually.			
Please provide a sample of the county's inspection report form.				
	Maximum Credit: 2 Points			
5.4	The county has a written emergency response program for reports of damaged or missing signs that:			
	<ul> <li>a. Specifies the office or employee to which reports are to be forwarded;</li> <li>b. Specifies the priority for response to a report of a missing or damaged sign;</li> <li>c. Specifies that "stop" signs are to be replaced immediately, and, when necessary, the county will request the Sheriff's Office to respond to a report of missing or damaged "stop" signs at hazardous intersections until the sign is replaced; and</li> <li>d. Requires that all reports of missing or damaged signs are kept along with a written report stating the replacement or repair date, the employee who made the repair, and the time the repair was made.</li> </ul>			
Pleas	se provide a copy of the memo or policy.  Maximum Credit: 2 Points			
5.5	County road department shall document that personnel have received job-specific safety training consistent with manufacturer's specifications on heavy equipment and other machinery prior to operation on a particular project.			
Please provide a sample of required training and a statement verifying that training is provided for each operator and the location where documentation is maintained.				
	Maximum Credit: 3 Points			
5.6	County road department personnel have been trained on how to conduct a pre-trip inspection on licensed heavy vehicles, are required to conduct pre-trip inspections, and keep written logs of the inspections in the vehicle.			
Pleas	e attach a sample pre-trip inspection form used by the county.			
	Maximum Credit: 4 Points			

# SECTION SIX PLANNING AND ZONING MAXIMUM CREDIT: 5 Points

	MAXIMUM CREDIT: 5 Points			
The following prerequisite must be met in order to receive credit under this sect				
6.1	The following must be adopted in writing:			
	<ul> <li>a. The county must have adopted a General Plan in accordance with the Utah Code;</li> <li>b. The county must have adopted a zoning ordinance in accordance with the Utah Code; and</li> <li>c. The county must have adopted a subdivision ordinance in accordance with the Utah Code.</li> </ul>			
6.1	All members of the planning commission have received training within the previous twenty-four months regarding the legal duties of a planning commissioner.			
Provi	de a description of the course or training for each commissioner.			
	Maximum Credit: 2 Points			
6.2	All Planning and Zoning Officers and staff have received training regarding the legal duties of their position within the past 12 months.			
Provi	de a description of the course or training for each  Maximum Credit: 3 Points			

# **SECTION SEVEN**

		COUNTY FACILITIES SAFETY AND USE; COUNTY FAIRS MAXIMUM CREDIT: 6 Points		
The following prerequisite must be met in order to receive credit under this sec				
	7.1	The county requires third-party users of county-owned or leased facilities, including all facilities insured by the county through UCIP, to sign an indemnification (hold-harmless) agreement approved by the county attorney.		
	Pleas state	se attach a copy of the policy and sample hold-harmless agreement or a signed ment certifying that county facilities are not leased or used by third parties.		
	7.4	<ul> <li>The county has adopted a written policy requiring:</li> <li>a. Liability insurance certificates from third parties using county-owned facilities, including all facilities insured by the county through UCIP;</li> <li>b. That the insurance certificate name the county as an additional insured;</li> <li>c. That written criteria be developed specifying when the insurance requirement might be waived;</li> <li>d. That approval by the county governing body or its designate be obtained in writing before waiving the insurance requirement;</li> <li>e. That copies be obtained of all certificates, and that written record of the waiver by the county of the insurance requirement and copies of certificates be kept on file for a period of at least five years; and</li> <li>f. That the certificates be in the amount of at least \$1 million.</li> </ul>		
		Please attach a copy of the policy.  Maximum Credit: 3 Points		
	7.3	County has a written policy that no alcohol is to be is to be served at county facilities unless additional insurance is obtained and requiring the following:  a. Additional security around the vendor selling alcohol;  b. Hours of service (including no later than one hour before event closing time);  c. Designation of non-drinking areas (including parking lots as non drinking areas);  d. Stating that alcohol is not to be sold to vendors, employees of any vendor, employees of the fair, employees of any carnival, ride, or attraction, security personnel, or participants in events.		
		ties that have a ban on alcohol at county facilities can receive credit if the banning alcohol is attached.		
		Maximum Credit: 1Point		
	7.4	The county has written policies governing the use of fairgrounds, including use of arenas, buildings, and property. The rules for the use of the facilities are posted at each facility and clearly and conspicuously state that use of the facility as at the risk of the user and the county is not liable for damages or injuries.		
	Pleas	e attach a copy of the policy and verify that the rules are posted at each		

facility.

Maximum Credit: 2 Points

#### SECTION EIGHT FIRE DEPARTMENTS/AMBULANCES/EMT MAXIMUM CREDIT: 5 Points

The following prerequisites must be adopted in writing:				
8.1 The county has in writing the operational authority of the fire departments/ambu services/EMT operating under county jurisdiction, or has interlocal agreements or with other jurisdictions/agencies when the fire department/ambulance service/EM multi-jurisdictional. The agreement or MOU clearly states how liabilities with apportioned among the jurisdictions/agencies.				
Please attach a copy of the interlocal agreement(s) and/or MOU.				
8.2	The county has adopted written policies and procedures establishing:  a. What fire protection/ambulance/EMT services are provided;  b. What areas of the county will be serviced; and  c. The requirements for responding to fires and medical calls			
Pleas	se attach a copy of the policies.  Maximum Credit: 1 Point			
8.3	The county has a policy that all apparatus/ambulance drivers maintain EVO certification with the Utah Fire and Rescue Academy, or have had defensive driver training within the previous 12 months. No other persons will be allowed to drive apparatus/ambulances.			
Please attach a copy of the policy, evidence of certification, or training roster.				
	Maximum Credit: 3 Points			
8.4	The county has a policy that all county employee fire fighters be at least wild land firefighter certified in areas where that certification is appropriate.			
Please attach a copy of the policy, evidence of certification, or training roste				
	Maximum Credit: 1Point			
	8.1  Pleas 8.2  Pleas 8.3			

# SECTION NINE ADDITIONAL CREDIT MAXIMUM CREDIT: 8 Points

9.1 The county may qualify for an additional credit for the installation of safety-related devices or the participation in safety related training programs for employees. Please list the devise or program below, along with the cost and description of the risk or exposure the devise or program is aimed at reducing or eliminating.

Credit will be determined by UCIP staff based on the responses to this section.

Maximum Credit: 3 Points

9.2 The county may qualify for additional credit if the frequency and/or severity of county claims for 2005 is less than that of 2004 as determined by the annual number of reported claims and net incurred loss by December 31 of each year.

Credit will be determined by UCIP staff.

Maximum Credit: 5 Points

## THE WORKER'S COMPENSATION LOSS CONTROL PROGRAM

2005



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## SECTION ONE PREREQUISITES

	following prerequisites must be met before the county can receive any nium credit:
1.1	A <b>Safety Officer or Coordinator</b> who is responsible for the implementation of the UCIP Workers Compensation Loss Control Program must be appointed by the county Commission/Council.
Pleas	se provide documentation appointing the Safety Officer.
1.2	A Safety Committee shall be created for the purpose of coordinating training, providing safety inspections, establishing a safety policy, and referring safety recommendations to the governing body.
Pleas	se provide a copy of any documentation establishing the committee.
1.3	The county must perform an annual self assessment safety inspection in each county-owned facility on forms provided by UCIP. Copies of the assessment shall be forwarded to UCIP.
This	section will be verified by UCIP staff.
1.4	<b>ALL</b> policy renewal information must be received by UCIP on or before <b>31 August</b> , <b>2005</b> . ( <b>NO EXCEPTIONS</b> .) <b>Contact Sonya White</b> for details.
This	section will be verified by UCIP staff
1.5	All information and documents required by the Loss Control Program (other than that required by section 1.4 shall be received by UCIP on or before 30 November 2005 in order to be considered in the calculation of premium credit. Contact Brody Parker for details.
This	section will be verified by UCIP staff.
1.6	The county must have and post written policies and procedures for incident reporting and handling of workers compensation claims.
Pleas	e attach a copy of the policy/memo.
1.7	<ul> <li>The county must adopt a formal policy in writing establishing a Workers Compensation Accident Board(ARB). The ARB may be comprised or be a part of the Safety Committee. The ARB must: <ul> <li>a. Meet on a regular basis, but not less than quarterly (unless there are no accidents to review);</li> <li>b. Keep written minutes of each meeting and forward a copy of the minutes to the UCIP Loss Control Manager;</li> <li>c. All accidents that involve personal injury to county employees or volunteers, or that involve claims that have been reported to UCIP must be reviewed by the safety committee/ARB; and Copies of the accident reviews, or reports must be sent to UCIP.</li> </ul> </li> </ul>
	e provide a copy of the policy or ordinance. Also provide copies of minutes eports generated to Brody Parker.

## SECTION TWO General Safety MAXIMUM CREDIT: 35 Points

Prerequisites. The following prerequisite, must be met in order to receive credit under this section:							
2.1	The County must have written safety policies and procedures which must include at a minimum:  a. a policy requiring new-hire safety orientation,  b. a policy for maintaining the safety of walking surfaces.  c. a policy for maintaining back-safety,  d. an incident investigations protocol,  e. a hazards communication policy.						
Pleas	se attach a copy of the policy.						
2.2 The County shall provide <b>Annual training</b> on some aspect of Occupational Health & Safety for all supervisors. All newly appointed supervisors shall attend UCIP sponsor training on Workers Compensation procedures and Supervisor Safety within the first year of appointment.							
Pleas	e attach a copy of the roster.						
	Maximum Credit: 7 Points						
2.3	A written Emergency Action Plan for major emergencies such as fire, earthquake, and other natural disasters.						
Pleas	e attach a copy of the plan.						
	Maximum Credit: 6 Points						
2.4	County shall have a return-to-work program that provides, where feasible, a transitional position for injured employees to work if they are temporarily unable to perform the necessary functions of their regular position.						
Please	e attach a copy of the policy.  Maximum Credit: 7 Points						
2.5	The County has done within the last five years, a job-safety analysis for each position						
Please	e retain the analysis for review by staff.						
	Maximum Credit: 10 Points						
2.6	The county notifies UCIP within one business day of serious occurrences likely to give rise to significant Workers Compensation claims including any accidents involving death, hospitalization, or personal injury involving two or more people.						
This s	ection will be verified by UCIP staff.						
	Maximum Credit: 5 Points						

## SECTION THREE VEHICLE SAFETY MAXIMUM CREDIT: 20 Points

Prerequisites. The following prerequisite, must be met in order to receive credit under this section:								
3.1	<ul> <li>The county has the following written polices:</li> <li>a. The use of seat belts required of all drivers and passengers in county vehicles;</li> <li>b. A distracted driver policy, limiting or eliminating the use of cell-phones and other distractions while the vehicle is in operation.</li> </ul>							
Pleas	e provide a copy of the policies.							
The county has, within the last five years, conducted the National Safety Council fou hour Defensive Driver Courseor a UCIP-approved or UCIP-conducted defensive driver coursefor all county employees and volunteers who drive while on county business.								
Pleas	e attach a copy of the attendance rosters from the DDC course(s).							
	Maximum Credit: 7 Points							
3.3	The county requires each insured who is expected to drive a county vehicle within the scope of his or her employment to complete a driver's training course which is approved by, or offered by, the Pool during the first year of employment with the county.							
Pleas	e attach a copy of the attendance roster from the Defensive Driver Course.							
	Maximum Credit: 5 Points							
3.4	The county requires employees who are expected to drive on county business to take an annual refresher course on safe driving practices. This requirement may be satisfied by a UCIP-approved self study process and test; such as video or computerized training.							
Please	e attach a copy of documentation demonstrating compliance							
	Maximum Credit: 8 Points							

## SECTION FOUR LAW ENFORCEMENT/AMBULANCE--EMT MAXIMUM CREDIT: 25 Points

4.1	The Sheriff has established safety policies regarding:  a. Blood-Borne Pathogens  b. Personal Protective Equipment  c. Hazardous Material protocols  d. First-Responder scene investigations	
Pleas	se provide a copy of the policies.	
4.2	The County has Annual Blood-Borne Pathogen, Needle Stick, and bodily fluids safet training for <b>all</b> Deputies, Corrections Officers, and EMS personnel—including volunteers.	У
Pleas	e attach a copy of the attendance rosters for the training.	
	Maximum Credit: 10 Point	S
4.3	The Sheriff has established policies and provides training for law enforcement personnel on lead-safety at shooting ranges.	
Pleas	e provide a copy of the policies.	
	Maximum Credit: 5 Points	;
4.4	Sheriff's Deputies, Corrections Officers and EMS personnel shall be required to have been trained in confined space rescue operations.	ž
Pleas	e attach a copy of the attendance rosters for the training.	
	Maximum Credit: 5 Points	
4.5	The Sheriff has an Emergency Evacuation Plan for Jail facilities and all Corrections Officers shall be trained on the Plan.	
Pleas	e provide a copy of the plan and a copy of the latest training roster.	
	Maximum Credit: 5 Points	

## SECTION FIVE PUBLIC WORKS/ROADCREW MAXIMUM CREDIT: 20 Points

		MAXIMUM CREDIT. 20 FUNCS					
The following prerequisites must be met in order to receive credit under this							
	5.1	The County will have at least monthly mandatory safety training for all Road Crew and Road Shop personnel.					
	5.2	Road Shops will be equipped with at least the following:  a. MSDS for all chemicals used by the department.  b. Eye-wash station(s)  c. Adequate ventilation for all operations  d. All machinery shall be equipped with appropriate safety guards.					
	5.3	A written policy that all Road Shop personnel shall be required to use adequate Personal Protective Equipment in conformance with industry standards.					
		se identify the topics and dates of the safety training. Please provide a copy of PPE policy.					
	5.4	County has a policy requiring trained Flagger personnel on County road projects.					
	Pleas	se provide a copy of the policy.					
		Maximum Credit: 5 Points					
	5.5	County has policies and provides training for each of the following:  a. Lockout/Tagout procedures  b. Trenching and excavation safety  c. MSHA-required annual training for gravel pit/crusher operations  d. Electrical Safety  e. Job-Specific safety training for heavy machinery  f. Pre-trip inspections.					
	Pleas	e provide a copy of the policies and latest training rosters for each topic.					
		Maximum Credit: 15 Points					

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## SECTION SIX OTHER CREDIT MAXIMUM CREDIT: 10 Points

6.1 Additional credit is available for the implementation of safety related devices or programs.

Please provide a description of the devices or programs.

Maximum Credit: 10 Points

## **UTAH COUNTIES INSURANCE POOL**

## Multiline Budget 2005

	Approved	Tentative Amended
REVENUE		
Premiums Written	4,091,335	4,176,336
Risk Management Program Credit	-125,000	-156,550
Investment Income	250,000	300,000
TOTAL REVENUE	4,216,335	4,319,786
LOSSES AND LOSS EXPENSES		
Losses	2,006,768	2,397,344
Reinsurance	1,227,927	1,036,971
TOTAL LOSS EXPENSES	3,234,695	3,434,315
ADMINISTRATION EXPENSES		
Accounting	18,700	6,700
Actuarial Analysis	8,500	4,000
Capitalization Costs - CRL	145,846	55,660
TOTAL ADMINISTRATION	173,046	66,360
		·
TOTAL LOSSES AND EXPENSES	3,407,741	3,500,675
TRANSFER TO ADMINISTRATION BUDGET	808,594	819,111
EQUITY / RESERVES		
Automobile	31,688	31,688
Building Debt Service	86,300	86,300
Building Repairs & Replacement	28,170	28,170
Capital (CRL)	149,585	205,245
TOTAL DESIGNATED RESERVES	295,743	351,403

Board Approved Tentative 9/16/04 Membership Approved Tentative 12/02/04 Hearing Held Final Budget Approved 12/16/04

## **UTAH COUNTIES INSURANCE POOL**

Workers' Compensation Budget **2005** 

	Approved	Tentative Amended
REVENUE		
Premiums Written	1,385,827	1,627,209
Investment Income	12,000	12,000
TOTAL REVENUE	1,397,827	1,639,209
LOSSES AND LOSS EXPENSES		
Losses	762,205	975,511
Reinsurance	228,611	269,022
Third Party Administrator	150,000	150,000
TOTAL LOSS EXPENSES	1,140,816	1,394,533
ADMINISTRATION EXPENSES		
Accounting	8,000	8,000
Actuarial Analysis	4,000	4,000
Brokerage Fees	25,000	0
Capitalization Costs - CRL	52,122	27,287
Self-Insurer's Bond		37,500
TOTAL ADMINISTRATION	89,122	76,787
TOTAL LOSSES AND EXPENSES	1,229,938	1,471,320
TRANSFER TO ADMINISTRATION BUDGET	167,889	167,889
EQUITY / DECEDVES		
EQUITY / RESERVES	TO 105	
Capital (CRL)	52,122	79,409
TOTAL EQUITY	52,122	79,409

## **UTAH COUNTIES INSURANCE POOL**

## Administration Budget 2005

TRANSFERS	Approved	Tentative Amended
Multiline	808,594	819,111
Workers' Compensation	167,889	
TOTAL TRANSFERS	976,483	167,889 987,000
ADMINISTRATION EXPENSES	370,403	907,000
Automobile Expense	9,500	9,500
Automobile Reserve	25,000	25,000
Bank Charges	300	300
Board Expense	40,000	40,000
Building Maintenance & Repairs	18,000	25,000
Consulting Fee	80,000	60,000
Copying Costs	1,200	1,200
Dues / Subscriptions	4,500	4,500
Exhibiting & Sponsorship	17,500	17,500
Fees & Licensing	17,500	1,200
Incentives	6,000	7,000
Information Technology	25,000	25,000
Land Use Hotline Program	25,000	25,000
Lease Purchase	70,000	70,000
Lobbying & Legislative Tracking	10,000	· · · · · · · · · · · · · · · · · · ·
Loss Control / Training	40,000	10,000 40,000
Office Equipment		
Office Insurance	10,000	7,000
Office Supplies	5,500	5,116
	7,500	7,500
Postage Printing	2,500	3,000
Professional Fees	7,500	5,000
	22,661	22,661
Staff Expenses	35,000	35,000
Staff Salaries	367,485	367,485
Staff Retirement	60,586	69,630
Staff FICA	21,895	26,911
Staff Medical Insurance	57,856	70,496
Telephone	6,000	6,000
TOTAL ADMINISTRATION	976,483	987,000

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**February 17, 2005** 

# **Utah Counties Insurance Pool Benefit Pool Discussion**





Cost-effective

Healthcare

Alternatives

Healthcare
Alternatives

(HMO's, PPO's,
HSA's, HRA's, and
High Deductible
Health Plans)

Onsumer

Greater Control over:

Benefits
Strategy
Plan Offerings
Cost and Service



2			
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## enefits Landscape

## **Current Situation**

**Multiple Carriers** 

(Fragmentation)

- Limited Options for each county
- Diluted Purchasing Power
- Transactional Strategy Year over Year
- Standard, Off-the-shelf plan designs

# Conceptual Strategy

- Unified Risk Pool
- Increased Options:
- PPO, HMO
- CDHP, HSA's etc.
- Increased Purchasing Power
- (volume = leverage)
- **Data Consolidation**
- Data drives long term strategy
- Increased Carrier

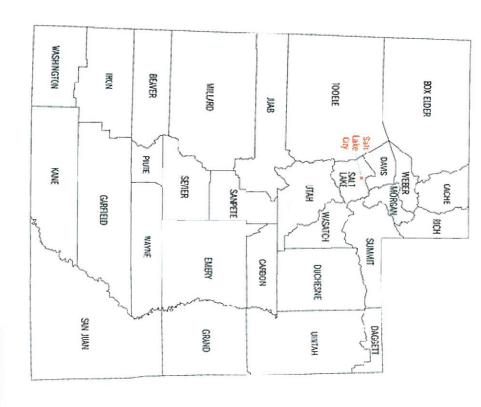
  Accountability and Focus
- More Flexible Plan Designs



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- Pay to play
- Minimum member participation
- Overall employees, by county
- Assumption of risk
- Self-funding
- Experience rated by group
- Fully insured "look alike"
- Stop-loss





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Phase I – Feasibility Study (10 – 12 weeks)

■ Phase II – Program Design (6 – 8 weeks)

Phase III – Implementation (6 – 8- weeks)





- Phase I Feasibility Study
- Duration: 10-12 weeks
- Key elements:
- Interest survey
- Financial test/metrics..."what if" scenario
- Report results of survey and metrics
- Consensus building and setting the stage for Phase II
- risk appetite, collaboration objectives, impediments to join, etc. Note: The interest survey completed by each county will identify their



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# ased Approach

# Phase II – Program Design

# (Vendor/Carrier RFP's, membership commitment)

- Duration: 6-8 weeks
- Key elements:
- Determine plan options
- Identify potential claims payors, provider networks, reinsurers,
- Affirm membership and communicate program
- Validate actuarial assumptions and conduct financial modeling
- Commence regulatory discussions/filings
- Finalize timeline and responsibilities for Phase III



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# Phased Approach

- Phase III Implementation
- Duration: 6-8 weeks
- Key elements:
- Vendor and reinsurer contracting
- Establish eligibility and enrollment procedures
- Communications/open enrollment meetings
- Enroll plan participants

			*



# ealthcare Consumerism

- **Employee choice and accountability**
- High deductible health plans (usually)
- Web-based employee education tools
- Quality measures and indices
- Provider/procedure cost data and indicators
- Wellness Programs
- Disease Management









ULA Counties Insurance, Pool

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## **FEASIBILITY STUDY**

Project Scope - Benefits Pool

<u>Purpose</u>: The overall purpose of the feasibility study is to ensure the financial viability, overall risk assumption, and viability for long term success of the pool.

<u>Methodology</u>: The feasibility study is based on four main stages. While each stage appears to be independent, interaction and findings from one stage will be used in the concurrent development of other stages. At each stage, the feasibility of the final goals is re-established relative to findings. The final report findings will be delivered in a hard copy format. Final report will outline the feasibility of creating a viable benefits pool for the population that has agreed, in principal, to become part of the benefits pool.

The four main stages and major sub-stages are listed below. This is not a comprehensive list of all activities, but those steps listed outline the broad scope of work included in the feasibility study.

## Data Collection

- Claims experience
- Claims History file per Marsh Specifications
- Premium history
- Plan design summaries
- · Reinsurance levels and strategy
- Legal requirements

## Initial Interest Survey

- Determination of Strategic Goals of Pool
- Customized Survey Questionnaire
- Development of Survey Instrument
- Execution of Survey

## Data Analysis

- Evaluation of Collected Information
- Mapping and Scrubbing of Claims History File
- Development of Claims Analysis Database
- Creation and development of plan options
- Financial and metric testing of plan options

## Reporting of Results

- Survey results
- Financial results
- Plan option results
- Overall design recommendation

## AFFIDAVIT OF DAN McCONKIE

STATE OF U	,
COUNTY OF	SALT LAKE )
Dan Mc	Conkie, being duly sworn upon oath, deposes and says:
1.	That the affiant has personal knowledge of the matters hereinafter referred to in this Affidavit.
2.	That the Affiant, on or about the <u>17</u> day of <u>February</u> , 2005, presided over a meeting of the Utah
Counties Insurance	te Pool Board of Trustees, an open and public meeting within the provisions of Chapter 4, Title 52, Utah Code
Annotated, 1953,	as amended.
3.	That a quorum of the Utah Counties Insurance Pool Board of Trustees was present and at least two-thirds of
the members pres	ent, voted to close the meeting pursuant to the provisions of Section 52-4-4, Utah Code Annotated, 1953, as
amended, for the	purpose of discussing the character, professional competence, or physical or mental health of an individual.
4.	That the affiant was present throughout the meeting and, pursuant to the provisions of Section 52-4-7.5, the
affiant does hereb	y affirm that the sole purpose for closing the meeting was to discuss the character, professional competence,
or physical or men	ntal health of an individual or individuals.
FURTHI	ER, Affiant saith not.
DATED	this 17 day of February , 2005.  DAN McCONKIE, President Utah Counties Insurance Pool
On the _	day of February 2005, personally appeared before me Dan McConkie, who, after being by me
duly sworn, depos	ed and said that the information contained in the above and foregoing Affidavit is true and correct.
	NOTARY PUBLIC SONYA WHITE 10169 S. Heytesbury In. Sandy, UT 84092 My Commission Expires: 4-18-2008 State of Utah  Residing at:  Residing at:
	My Commission Expires:

MOTARY PUBLIC SONYA WHITE 10169 S. Haytesbury Lt. Sandy UT 64085 My Contribution Spires: 4-19-2008 My Contribution Spires: 4-19-2008 State of Ulah

## Utah Counties Insurance Pool Pavments

Payments
December 17, 2004 - February 17, 2005

L				The second section of the s		
WF-Expense Check 12	12/21/2004	2692	Design Marketing Associates	Order Deposit Estimate Number: 611	Office Equipment	-1,097.50
	12/21/2004	2693	Gene Roundy	Mileage Reimbursement	Board Expense	-196.50
_	2/21/2004	2694	Ira Hatch	Mileage Reimbursement	Board Expense	-105.00
_	2/21/2004	2692	Dan McConkie	Mileage Reimbursement	Board Expense	-22.88
-	2/21/2004	2696	Steve Baker	Mileage Reimbursement	-SPLIT-	-52.24
_	2/21/2004	2697	Kent Sundberg	Mileage Reimbursement	Board Expense	-37.50
•	2/21/2004	2698	Kay Blackwell	Mileage Reimbursement	Board Expense	-142.50
Check 12	2/21/2004	2699	Lynn Lemon	Mileage Reimbursement	Board Expense	-67.50
_	12/21/2004	2700	Jerry Grover	Mileage Reimbursement	Board Expense	-31.88
Check 12	2/21/2004	2701	Steven Wall	Mileage Reimbursement	Board Expense	-123.75
Check 12	2/21/2004	2702	Appearances Catering	Invoice Number: 4838	Board Expense	-225.14
Check 12	2/27/2004	VISA	Wells Fargo	Account Number: 4856 2002 0646 9796	-SPLIT-	-728.28
Check 12	2/27/2004	VISA	Wells Fargo	Account Number: 4856 2002 0789 0792	-SPLIT-	-238.37
0.002	2/27/2004	VISA	Wells Fargo	Account Number: 4856 2002 0633 9635	-SPLIT-	-278.32
	2/27/2004	VISA	Wells Fargo	Account Number: 4856 2002 0646 9788	-SPLIT-	-2,717.13
Liability Check 12	2/30/2004		QuickBooks Payroll Service	Created by Payroll Service on 12/23/2004	-SPLIT-	-10,104.99
-	2/31/2004		Brody S. Parker	Direct Deposit	-SPLIT-	0.00
_	2/31/2004		Charmaine G. Green	Direct Deposit	-SPLIT-	0.00
•	2/31/2004		Korby M. Siggard	Direct Deposit	-SPLIT-	0.00
•	2/31/2004		Lester J. Nixon	Direct Deposit	-SPLIT-	0.00
	2/31/2004		Mark W. Bradv	Direct Deposit	-SPLIT-	0.00
•	2/31/2004		Sonva J. White	Direct Deposit	-SPLIT-	0.00
•	/3/2005	2666	DRI	Civil Rights & Governmental Tort Liability Seminar	-SPLIT-	-800.00
•	1/3/2005	2684	The Defense Research Institute, Inc.	Membership Dues: 262898	Dues / Subscriptions	-195.00
	1/3/2005	2685		Member Number: 15460738	Dues / Subscriptions	45.00
Liability Check 1/	/5/2005		Nationwide Retirement Solutions	Entity: 644013	-SPLIT-	-2,835.49
_	/10/2005		United States Treasury	87-0495792	-SPLIT-	-7,147.14
Liability Check 1/	1/14/2005		QuickBooks Payroll Service	Created by Payroll Service on 01/07/2005	-SPLIT-	-10,174.88
	1/15/2005		Brody S. Parker	Direct Deposit	-SPLIT-	0.00
•	1/15/2005		Charmaine G. Green	Direct Deposit	-SPLIT-	0.00
•	/15/2005		Korby M. Siggard	Direct Deposit	-SPLIT-	0.00
•	/15/2005		Lester J. Nixon	Direct Deposit	-SPLIT-	0.00
•	/15/2005		Mark W. Brady	Direct Deposit	-SPLIT-	0.00
	1/15/2005		Sonya J. White	Direct Deposit	-SPLIT-	0.00
•	1/20/2005	2703	Utah Retirement Systems	Unit No: 864 (December 2004)	-SPLIT-	-7,104.88
, Check	1/20/2005	2704	Utah State Tax Commission	Z68319	Payroll Liabilities	-1,370.56
Check 1/	1/20/2005	2705	Snelling Personnel Services, Inc.	Invoice Number: 3371435	Professional Fees	-307.02
Check 1/	/20/2005	2706	Snelling Personnel Services, Inc.	Invoice Number: 3371425	Professional Fees	-456.96
Check 1/	1/20/2005	2707	TCNS, Inc.	Invoice Number: 1990	-SPLIT-	-3,124.00
Check 1/	1/20/2005	2708	Lester J. Nixon	Reibursable Expenses	-SPLIT-	-354.27
Liability Check 1/	1/20/2005	2709	Utah Local Governments Trust	Customer Number: 1576.0 (JAN)	-SPLIT-	-6,016.73
Check 1/	1/20/2005	2710	Larson & Company	Invoice Number: 10988	Accounting	-2,000.00
Check 1/	/20/2005	2711	Verizon Wireless	Invoice Number: 1915292404	Telephone	-32.67
Check 1	/20/2005	2712	Verizon Wireless	Invoice Number: 1915572985	Telephone	-32.67
Check 1/	1/20/2005	2713	Verizon Wireless	Invoice Number: 1915292405	Telephone	-32.69
Check 1/	1/20/2005	2714	Qwest	Account Number: 801-293-3098-606B	Telephone	-220.81
	1/20/2005	2715	BW Town & Country Inn	Account Number: 850270	-SPLIT-	-621.00
	1000000	0				

## Payments December 17, 2004 - February 17, 2005 Utah Counties Insurance Pool

3	Amount		-287.50	047 13	01.140	-369.00	-600,902.00	-460.302.16	10 146 00	19,140.00	-12,281.00	-457 RD	00.000	-220.20	-1,600.00	-340,00	-184 18	2 420 24	40.80.04	-224.47	-3.525.01	-1 150 96	3 460 60	20,409.00	-10,1/4.88	0.00	00.00	000		00.0	00.0	00.0	-220.61	-287.10	-35.31	-168.22	442.08	5 014 03	00.000	-2,000.00	-1,285.70	467.50	-200.00	-6.810.41	-62 74	-3 439 34	7,935.40	-2,835.49	-478.08	-78.58	-35.63	-33.14	-100.00	-60,000.00	-127.50	-175.18	-10.174.89	0.00	000	
# C	Split		-SPLII-	-SPLIT-	Lose Control / Training	FIGO COLLEGE	- III-0	-SPLII-	Crime	Crimo	: i	-SPLII-	-SPLIT-	TIGO		Loss Control / Training	Medical	-SPLIT-	TIION	- 1170	-SPLII-	-SPLIT-	-SPLIT-	-SPLIT.	1100	-3PLII-	-SPLII-	-SPLIT-	-SPLIT-	-SPLIT.	TI Ids-		l elephone	-3PLII-	-SPLIT-	-SPLIT-	Office Equipment	-SPLIT-	Actuarial Analysis	1000 Nonemalayer	Con IT	-SPLII-	1099-Nonemployee Com	-SPLIT-	-SPLIT-	-SPLIT-	-SPLIT-	TI IOS	-11-15-	lelephone	lelephone	lelephone	Accounting	Consulting Fee	Board Expense	Medical	-SPLIT-	-SPLIT-	-SPLIT-	
Мето		Invoice Number: 37677	O Color Character Characte	Speaker Experises SWAP Conference	Account Number: 5545124	UCIP - Liability	Invoice Number: 325160	Paragraphical Control of the Control	IIIVOICE INUMBER: 325204	Invoice Number: 325203	Account Number: 35538760		Account Number: 35538769	Invoice Number: 20050009	Invoice Number: 79323	Catherina Indiana Mariana	Coverage Fellod, November 2004	8/-0495/92	Account Number: 4856 2002 0789 0792	Account Number: 4856 2002 0646 0200	Account Nimber: 4050 2002 0040 9/90	Account Number, 4636 2002 0646 9788	Account Number: 4856 2002 0633 9635	Created by Payroll Service on 01/25/2005	Direct Deposit	Direct Deposit		Dieci Deposit	Direct Deposit	Direct Deposit	Direct Deposit	Account Number: 801-293-3098-606B	Account Number: 0099007508	Customer Number: 20357 0000742	Accust Number 2000 - 42	Account Number, 35538/69	Invoice Numbers: 128111	Customer Number: 1576.0 (JAN)	Invoice Number: 2005-2	Account Number: 7859.03	The Works Sponsorshin 2005	Robert M Taylor	Init No. 864 ( langer, 2005)	Deimerson out (January 2003)	Neillibulsable Expenses	67-0495/92	Entity: 644013	Customer Number: 20357-0000742	Invoice Number 1922910856	Invoice Number 1922625391		Invoice Number: 1322023390	Invoice Number: 225262	Account Nice Landonson	Contract Desired: UZ933098L-07	Coverage Period: January 2005	Created by Payroll Service on 02/09/2005	Direct Deposit		
Name	Antonio de la constanta de la	Christensen & Jensen	Christopher Balch	Thompson Dublishing	Company applications of the company	County Keinsurance, Limited	Marsh USA Risk & Insurance Services	Marsh USA Risk & Insurance Services	March 110A Disk o Learner of	Maisil Och Nisk & Ilisurance Services	Office Depot	Office Denot	A Silo Chudia	Agile Studios	Utah Safety Council	PEHP-LTD	United States Treasure,	Mollo Force	vveils raigo	Wells Fargo	Wells Fargo	Wells Fardo		Culcy Books Payroll Service	Brody S. Parker	Charmaine G. Green	Korby M. Siggard	Lester I Nivon	Mark W. Dradi	Second Marie	Sonya J. Wnite	Qwest	LexisNexis Matthew Bender	Snelling Personnel Services, Inc.	Office Depot	Tri-Tel Communications Inc	Litab Local Covernments Target	By The Mirehorn Activated Committee	Smort Solution Actuarial Consulting, Inc.	Smart Schotleid Shorter & Lunceford	Utah Association of Counties	Taylor Adams Lowe & Hutchinson	Utah Retirement Systems	Sonva J White	United States Treasury	Nationwide Definement Colusions	Scotling Retilement Solutions	Shelling Personnel Services, Inc.	Verizon Wireless	Verizon Wireless	Verizon Wireless	Larson & Company	Marsh USA Risk & Insurance Services	Newspaper Agency	PEHP-LTD	OuickBooks Pavroll Service	Brody S Parker	Charmaine G. Green		
Num	1	2/1/	2718	2719	27.0	2120	17.77	2722	2723	0100	77.77	2725	2776	02/2	1717	2728		VICA		VISA	VISA	VISA									0220	67/7	2730	2731	2732	2733	2734	2735	2736	2130	2/3/	2738	2739	2740			27.4.1	14/2	2/42	2743	2744	2745	2746	2747	2748					
Date	1000	1/20/2005	1/20/2005	1/20/2005	1/20/2005	1,00,000	5007/07/1	1/20/2005	1/20/2005	10000	1/20/2005	1/20/2005	1/20/2005	1,000,000	C002/02/1	1/20/2005	1/21/2005	1/28/2005	2000000	1/28/2005	1/28/2005	1/28/2005	1/28/2005	1/31/2005	101/2003	1/31/2005	1/31/2005	1/31/2005	1/31/2005	1/31/2005	2/2/2005	2002/2/2	2/3/2005	2/3/2005	2/3/2005	2/3/2005	2/3/2005	2/3/2005	2/3/2005	2/2/2005	2/3/2005	2/3/2005	2/3/2005	2/3/2005	2/4/2005	2/4/2005	2/10/2005	2/10/2002	2/10/2005	2/10/2005	2/10/2005	2/10/2005	2/10/2005	2/10/2005	2/10/2005	2/14/2005	2/15/2005	2/15/2005		
Туре	7004	CIECS.	Check	Check	Check	2000	C. ECA	Check	Check	Check	Oleck	Check	Check	Chock	200	Check	Liability Check	Check	Chack	מבע מיני	Check	Check	Liability Check	Paycheck	Devoted	Faycheck	Paycheck	Paycheck	Paycheck	Paycheck	Check	C C C C C C C C C C C C C C C C C C C	S S S S S S S S S S S S S S S S S S S	יייי פייי	Check	Check	Liability Check	Check	Check	Check	7000	Cleck	Liability Check	Check	Liability Check	Liability Check	Check	Check	ל ומכא	Cleck -	Check	Check	Check	Check	Check	Liability Check	Paycheck	Paycheck		

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## Page 3

-1,647,702.95

TOTAL

## Payments December 17, 2004 - February 17, 2005 **Utah Counties Insurance Pool**

Amount	00.00	00 0	0000	00.0	0.00	4,435.38	-19,473.30	-212.50	-156.00	-212.50	-1,232.50	-478.08	-900.00	-23.48	-529.27	-11 15	92.02-	322 00	5 244.00	0.000	-200.00	-3,439.32	-1,311,044.01			-10,893.28	-296,309.00	-1,267.14	-23,825.69	-2,000.00	-635.00	-1,338.83	-390.00	-336,658.94	
Split	-SPLIT-	-SPLIT-	-SPLIT-	SPIT.	TIGS	- III-0	-111-15-	Exhibiting & Sponsorship	Board Expense	Exhibiting & Sponsorship	-SPLIT-	-3PLII-	Accounting	Telephone	Loss Control / Training	-SPLIT-	Retirement	-SPIIT-	TI ION	Cariotary / Training	Col IT	-SPLII-			Circ	L A WC	-SPLII-	TPA WC	-SPLIT-	Actuarial Analysis WC	Actuarial Analysis WC	TPA WC	-SPLII-		
Memo	Direct Deposit	Direct Deposit	Direct Deposit	Direct Deposit	Third Quarter Billing - Invoice: 501	Fourth Quarter Billing - Invoice: 502	Fall 2004 Newsletter Invoice: 504	November 2004 Invoice: 504	Mistor 2006 Name Land	Willer 2003 Newsletter - Invoice: 503	Customer Number 2027 2000710	Lawing Number: 2000/-0000/42	mivoice intimper. 11236	Statement Number: 103/39/	Invoice Numbers: 84977	Account Number: 35538769	Retirement Contribution Adjustment 2003	Invoice Numbers: 2324 & 2325	Customer Number: 1576.0 (MAR)	Invoice Number: FD05 2407	87-0495792	26 10610			Invoice Number: 0000684 IN	LICID - Workers Composition	Voltabor Number 259	Voucrier Number: 738	Invoice Number: 0009/16-IN	Invoice Number: 2005-3	Invoice Number: 2005-14	Voucner Number: 925	באלפווסם ולפוווסתוספווופווו		
Name	Korby M. Siggard	Lester J. Nixon	Mark W. Brady	Sonya J. White	Utah Association of Counties	Utah Association of Counties	Utah Association of Counties	Utah Association of Counties	Hab Association of Counties	Hab Association of Counties	Spelling Dersonnel Services Inc.	Larson & Company	il in Communication		Positive incentives	Office Depot	Utah Retirement Systems	A La Carte Catering	Utah Local Governments Trust	Utah Safety Council	United States Treasury				Alternative Service Concepts 11 C	County Reinsurance Limited	BBE - Alternative Service Concepts	Alternative Consider Conscionate 110	By The Numbers Actuarial Consulting 120	By The Numbers Actualial Consulting, Inc.	BDE Atomotive Coning Connecting	Brody S. Parker			
Num					2749	2750	2751	2752	2753	2754	2755	2756	2757	2750	07170	6617	2760	2761	2762	2763					0040	0041	0042	0043	0000	0044	0046	0047			
Date	2/15/2005	2/15/2005	2/15/2005	2/15/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/1/1/2003	C002//1/2	2/17/2005	2/17/2005	2/17/2005	2/17/2005	2/17/2005			bense	12/22/2004	1/20/2005	1/20/2005	1/20/2005	2/3/2005	2/10/2005	2/10/2005	2/17/2005	L	np Expense	
Type	Paycheck	Paycheck	Paycheck	Paycheck	Check	Check	Check	Check	Check	Specific	Check	Check	A S	S A C C	200	ט פרא	Check	Check	Liability Check	Check	Liability Check	L L/W/ 1-4	lotal Wr-Expense	WF-Work Comp Expense	Check	Check	Check	Check	Check	) C	Check	Check	C	lotal VVF-VVork Comp Expense	

## Sonya White

From:

Sonya White [sonya@ucip.utah.gov]

Sent:

Tuesday, February 15, 2005 4:54 PM

To:

'editor@sltrib.com'

Subject: Notice of Meeting

## Sonya White

Utah Counties Insurance Pool 5397 South Vine Street Salt Lake City, UT 84107 801.293.3098 801.293-3480 (fax)

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